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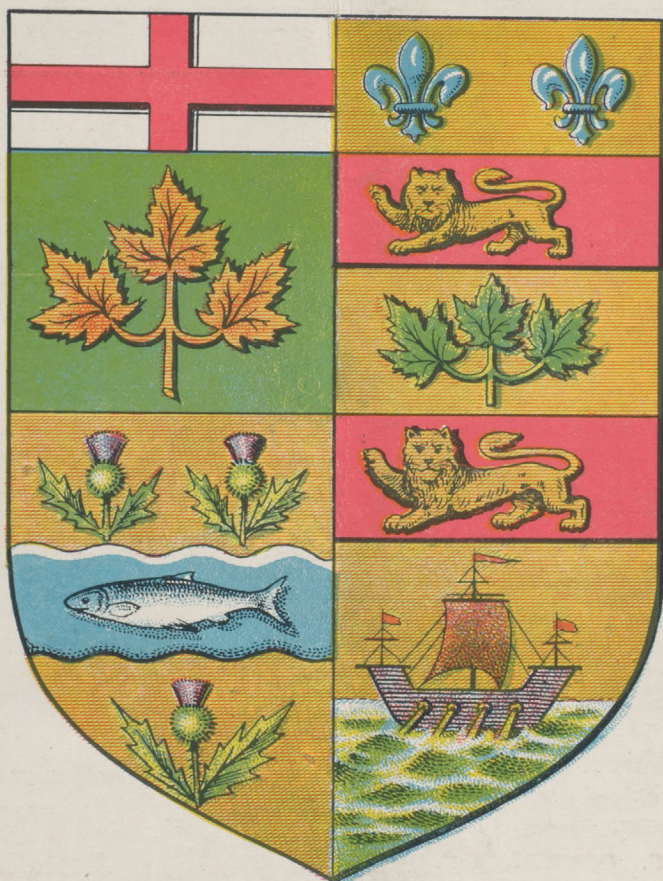
# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE, CANADA

VOL. XII.

JANUARY, 1919

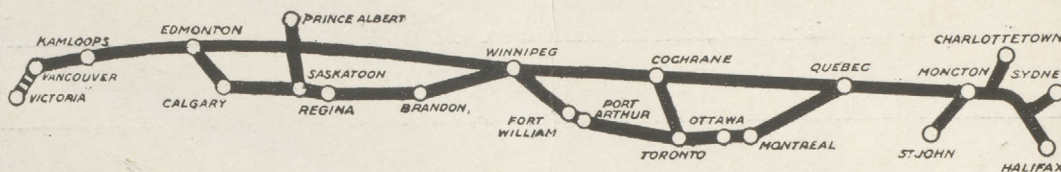
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# THE CIVILIAN

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DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

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HAMILTON, ONTARIO.

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One of the scions of this firm, whose photograph appears above, is Major William F. Eaton, manager of the Hamilton factory of the T. Eaton Co. Major Eaton gave his services on

the staff of the Director of Recruiting at headquarters, Ottawa. Major Eaton, besides being a liberal contributor to charitable and patriotic activities, has for years devoted himself to the Boy Scout movement and has made this good work his recreation and his hobby. He was in 1915 appointed Commissioner of Boy Scouts for the counties of Grey, Ontario, Victoria, Peterborough and the town of Markham, and built in Oshawa a handsome athletic club for the Boy Scouts of that district. Major Eaton was born in 1875, the son of the late Timothy Eaton, and was educated at Wellesley Public School and Upper Canada College.



# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XII

JANUARY, 1919

No. 2

## The Bonus, the Government, and the Federation

(Continued.)

IN reply to the memorial of November 22, (printed in the last *Civilian*) which specially outlined the reasons civil servants had for being dissatisfied with the Order-in-Council of November 7, and asking for a board of arbitration and conciliation, the Civil Service Federation received the following reply:

### Government's Reply to the Civil Service Memorial of Nov. 22.

"Ottawa, Nov. 26, 1918.

"Dear Sir,—In reply to the memorial of the Civil Service Federation of Canada, dated the 22nd instant, the Government is of the view that the creation of a board of arbitration and conciliation for the purpose of considering the readjustment of salaries, is not necessary or desirable. It is the function of Parliament to deal each year with the estimates touching the Civil Service, and questions relating to the Service are then open for full examination and discussion.

"It is further to be pointed out that at the present time the Civil Service Commission, under statutory direction from Parliament, is engaged in preparing plans for the reclassification and re-organization of both the Inside and Outside services of each department of the Government and branch thereof. Any memorial which your federation may present to the commission will undoubtedly be taken into careful consideration.

"Very truly yours,

(Sgd.) "W. T. WHITE,

"Acting prime minister.

"L. D. Burling, Esq., secretary, Civil Service Federation of Canada, Ottawa."

This was so clearly not a reply to the memorial that the officers of the Federation withheld publication and addressed the following letter to Government:

### Civil Service Reply to Government's Letter of Nov. 26

"Ottawa, Dec. 2, 1918.

"Sir Thomas White,

"Acting Prime Minister.

"Sir,—Your letter of November 26th received. It is our duty to inform you that this cannot be considered as a reply to our memorial of November 22nd, and we shall delay its publication for that reason, as well as for the reason that many would not stop to analyze its phraseology and would not see that Government has introduced an entirely new question, and has refused to arbitrate, not the war bonus, but a re-adjustment of salaries. The latter question has, as we have ourselves pointed out, already been taken under advisement by the Civil Service Commission.

"Civil servants are being discriminated against in the distribution of a war bonus which is vital to many, to which all feel entitled, and which they have been led to expect repeatedly by Government's own words and actions. This discrimination does not consist in keeping the bonus from all but the lowest salaried employees only — laborers so-called, sometimes whole branches, returned soldiers, all these are suffering in various ways.

"Government has yielded a little here, a little there, but has allowed weeks to go by without showing a willingness to deal with the subject in a comprehensive manner. Civil servants ask, therefore, whether the Government will allow the whole question of the amount of the war bonus and the employees to whom it is to be paid to go before an impartial tribunal; and Government answers, refusing to arbitrate a re-adjustment of salaries.

"The question of salaries has never been introduced into our memorials, except to call attention to their utter inadequacy and the fact that nearly half of the men and women who work for the Canadian Government get less than the minimum

wage for government work in the United States and for civic work in the city of Toronto.

"It should not be necessary to say more, except that civil servants are still waiting for Government to answer their request. And the raising of everybody's bonus to the uniform figure of \$350 would make the establishment of a board of arbitration unnecessary.

"Respectfully yours,

(Sgd.) "F. Grierson, president; L. D. Burling, secretary."

On December 9 Government issued to the press its letter of November 26, together with this official statement:

### Government's Explanation of its letter of Nov. 26.

"The memorial of November 22nd made a number of requests from the Government, among others the equalization of salaries east and west, also for reconsideration of the question of a war bonus," Sir Thomas says in his statement.

"The question of difference of salary between east and west has been for some time under consideration by the Civil Service Commission, which has been hearing representations on the subject. The recommendation with respect to this will be before the Government and Parliament in due course.

"The aggregate amount of war bonus which has been voted by Parliament or provided by Orders-in-Council for the present fiscal year exceeds eight million dollars. Of this \$4,165,000 was authorized by Orders-in-Council passed since the session, and payable from the war vote.

"The Acting Prime Minister stated that while the Government desired to be fair to the Civil Service, it must have regard to the interests of the taxpayers of Canada, whose burdens had been heavily increased by the war. As evidencing the



substantial character of the grant by way of special vote and bonus of eight million dollars, he stated that this was about the equivalent of the entire revenue for the year from the Income War Tax Act. That is to say all moneys receivable from income tax payers during the year are being devoted to bonuses to the Civil Service owing to war-time conditions."

The Civil Service Federation made the following statement in announcing the previous transmittal of their letter of December 2 to the Government:

#### Federation's Statement

"Sir Thomas White, Acting Prime Minister of Canada, yesterday gave out a letter written by Government on November 26, twelve days before. In it Government has answered a request for a board to arbitrate a war bonus by refusing to arbitrate a re-adjustment of salaries. Government has also removed all doubt as to whether the difference is one of phraseology alone by referring to the work of the Civil Service Commission as covering the case.

"We called Government's attention to the fact that its reply did not answer our memorial seven days ago in our letter of Dec. 2. We were fortunately able to send this letter out over the wires on the same date as the Prime Minister's letter.

"Government's additional statement given out on December 8, with their letter of November 26, re-opens the question of the equalization of salaries east and west. This question, which was specially omitted from our memorial because Government had told us that it was still under consideration by Cabinet, will not be taken up at the present time.

"Government's statement also contains the surprising information that, in effect, all monies received as income taxes for the past year are being devoted to bonuses to civil servants. If the amount of money given to Sir William MacKenzie and Sir Donald Mann had happened to be eight instead of ten or more million dollars Government could have informed the income tax payers that their contributions were all being given to these two men instead of to fifty thousand civil servants.

"Since income tax money is being given entirely to the Civil Service, however, income tax payers should know that Government has distributed it to the lowest salaried employees only of a group of 50,000 representative citizens whose average salary, from the highest to the lowest, is only \$45 a year better than that of the street cleaner in the city of Toronto.

"Income tax payers should know also that men permanently employed and grow-

ing old in the Service, have been denied participation in the distribution of these tax receipts because these men have been called labourers and get paid in cash on a monthly basis, instead of by cheque on a yearly basis. They should know that there are returned men who are not receiving anything, who would be getting something if they had not gone to France. They should know that there are soldiers' wives who are not receiving anything, who would be getting something if their husbands were not now in France.

#### Ask for a reply.

"We have waited seven days since calling the attention of Government to the fact that we have not yet received an answer to our memorial, and in accordance with our plans have forwarded to the Acting Prime Minister the following letter:

#### Federation's reply to Government's Letter of Dec. 2.

Ottawa, Dec. 9, 1918.

"Sir Thomas White,

"Acting Prime Minister, Ottawa.

"Sir,—On December 2 we again called your attention to a condition of affairs which is seriously crippling the efficiency of the Service.

"Over two weeks have elapsed since we asked for a board of arbitration and conciliation to deal with the requested war bonus of \$350 to all, and the manner of its distribution. As pointed out in our letter of December 2, your letter of November 26 refuses to arbitrate, not the war bonus, but the re-adjustment of salaries. Our organizations are unable to accept this as a reply to our request.

"We specially postponed further action on our requests for the equalization of salaries east and west and for a minister of personnel because we had been informed officially that these matters were still under consideration by Cabinet.

"We beg to point out that we are speaking for 50,000 employees of the Federal Civil Service. They are fully aware that salaries are in process of adjustment under the auspices of the Civil Service Commission, and are looking to us for a reply to their request for a board of arbitration and conciliation regarding the war bonus. We realize that there may be delays involved in the institution of such a board, and we feel that the insistent demands made upon us by the Service for a reply will be in a measure satisfied if we receive some assurance from you that the matter is still under consideration and that Government will reply.

(Sgd.) "F. Grierson, president;

"L. D. Burling, secretary.

"We shall wait a reasonable time for a reply to this letter, and shall then place all the facts before a general meeting of the local and nearby affiliated organizations of civil servants. The organizations represented at this meeting will have a combined membership of over fifteen thousand Government employees. The public will be taken into our confidence fully as to any plan we may adopt."

The Civil Service Federation held the proposed meeting on the evening of December 14, at which 51 representatives were present, and gave out the following statement:

#### Miniature Convention of Dec. 14

"The Service is scattered from coast to coast and includes as diverse elements of service as it would be possible to bring within the ranks of one organization. In the extensive correspondence that has been carried on, different groups in different cities have expressed different conclusions regarding the line of action that should be taken in the present emergency.

"It became, therefore, the province of the executive officers of the federation to decide, if possible, on a plan that would commend itself to all its affiliated organizations. In advance of referring the proposed plan to the individual associations for a vote it was decided to hold a miniature convention and to get the benefit of open discussion between the various representatives.

"The general plan proposed by the federation was approved by the meeting of December 14, and it will now be transmitted to very one of our 200 and more affiliated organizations for approval at the proper time. It will then be signed by all of our various Dominion, district, provincial and local association officers, and transmitted to the Government."

The next move in the campaign to secure the full \$350 bonus for all was made by the Civil Service Federation on December 15. The Federation assumed the initiative and endeavoured to organize a board of arbitration itself by asking Mr. Crerar, Minister of Agriculture, to act as the Government representative. The following statement was issued to the press on the 16th:

#### Mr. Crerar asked to represent Government on the Board of Arbitration

"Government has on three separate occasions (Acting Prime Minister's letter of November 26, Order-in-Council of December 10, President of Privy Council's letter



of December 14) failed to give civil servants a definite reply to their specific and repeated request for a board to arbitrate the requested war bonus of \$350 to all civil servants.

"The third evasion was received long enough before the meeting on December 14 to permit of an exchange of telephone messages, asking once more whether Government would answer our request. Civil servants went into executive session a few hours later with the necessity for considering an official statement that 'there was nothing to add.'

"Government has not refused to arbitrate the war bonus; Government has merely said, and repeated it four times, that a board to arbitrate a re-adjustment of salaries is unnecessary and that the war bonus is dealt with by Order-in-Council.

"With the first statement, of course, no one has disagreed, or will disagree; the second is the only answer we seem to be able to get to repeated requests for a board to arbitrate Orders-in-Council which are unsatisfactory.

"It is impossible for civil servants not to feel a sense of keen regret that a Government which has, during the progress of the above mentioned correspondence, placed its advice and its machinery at the disposal of others, should be so careful of using similar methods to keep the goodwill of its own employees.

"Civil servants see no reason to expect that even a fifth request to Government would be successful in securing a definite answer, and they feel that if the Board of Arbitration and Conciliation which Government says is imperative in the case of others, is to be secured, civil servants will have to assume the initiative in its organization. They feel that the progress of events has left them few alternatives and has amply justified this action.

"The Civil Service Federation has therefore decided to nominate the Hon. T. A. Crerar, Minister of Agriculture, as the Government representative on the Board of Arbitration and Conciliation between the Government and its employees in the matter of the distribution of the requested war bonus of \$350 to all civil servants.

"Mr. Crerar's public record justifies our confidence in him as a man devoted to public service and we hope nothing will stand in the way of his acceptance. As an earnest of our fairness we have proposed to Mr. Crerar that he select the Civil Service representative. The two members so selected will appoint the third.

"All doubt as to whether the Government need lay its case before such a board is set aside by the willingness of the Civil Service Federation not to lay its case be-

fore the board. We shall rest our case on the several communications already addressed to Government, and Government in answering us has made its case similarly available.

"We shall not refuse, however, to appear before the board, on request, unless Government should refuse, and its refusal, taken in conjunction with our acceptance, should rob the board of its arbitral function.

"We hope the essential fairness of our action, its moderation, and the fact that it has not been assumed until almost all other possible avenues of approach have been tried, will commend itself to the people of Canada.

"In transmitting this information to the public, we wish to express our regret that the letter to Mr. Crerar has not yet reached him."

### Mr. Crerar's Reply.

The officers of the Civil Service Federation of Canada gave out the following statement on January 3:

"On November 22 civil servants asked Government for a board to arbitrate the amount and distribution of the requested war bonus of \$350 to all. We realized the inapplicability of many of the ordinary methods and merely asked for the institution of such a board, leaving the initiative with regard to its character and composition with the Government.

"Government failed to assume this initiative, but civil servants waited for the fourth direct evasion before taking action. It was then decided that, if civil servants themselves represented Govern-

ment in their dealings with the people of Canada, a member of Government could represent Government in its dealings with its employees, and on December 15 we selected the Honourable Mr. Crerar, Minister of Agriculture, as the Government representative.

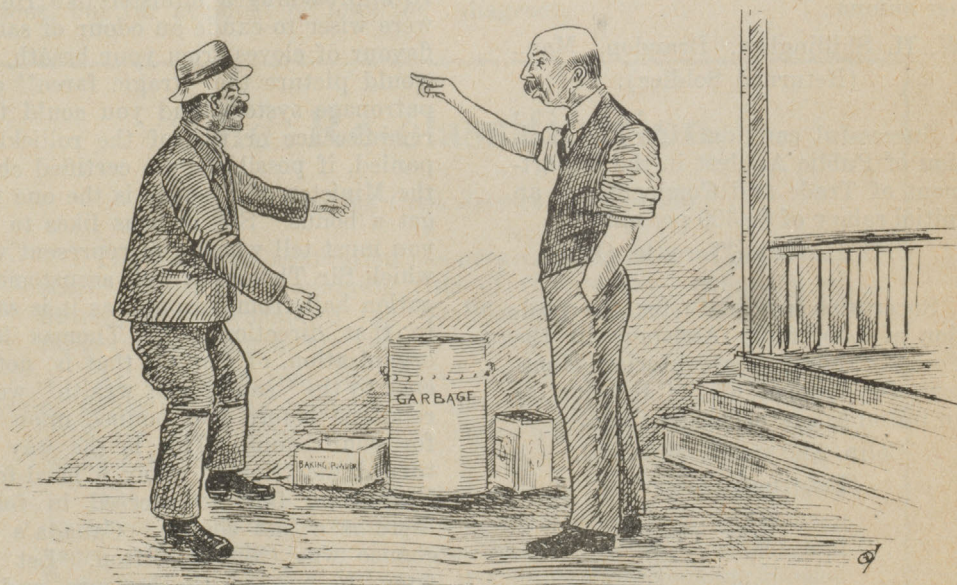
"This showed Government that our own idea was that the board should be more in the nature of a joint committee of arbitration than the usual board of arbitration under the Industrial Disputes Act. We also called particular attention to the fact that Government apparently did not intend to act and that the condition of unrest in the Service was seriously injurious to the country and demanded action.

"Mr. Crerar was absent from the city and did not receive our communication until he returned on the 26th. He has forwarded us the following reply:

27th December, 1918.

"I am in receipt this morning of your letter of December 26, enclosing copy of one addressed to me at Winnipeg by Mr. F. Grierson and yourself, as President and Secretary of the Civil Service Federation of Canada, in which you invite me to act, as the representative of the Government, on a Board of Arbitration which your Federation desires to set up to make a finding in the matter at issue between its members and the Government.

"Since the Government has been unable to agree with the view of the Civil Service Federation upon the principle that differences between it and its employees should be settled by arbitration, it is, of course, quite impossible for me, as a mem-



NO BONUS! NO GARBAGE!

Dedicated to the Civil Service Minister



ber of Government, to accept your proposal to act as an arbitrator. May I add that I appreciate highly the expression of confidence in me contained in your letter. I am

"Yours truly,  
"T. A. Czerar." "

### Civil Service Commission

Successful candidate for the position of District Inspector of Forest Reserves, Saskatchewan, Department of the Interior, at an initial salary of \$2,600 per annum:

Chas. McFadyen, Cranbrook, B.C.

Successful candidate for the position of Hydrometric and Water Administration Engineer in the Irrigation Branch, Calgary, Department of the Interior, at an initial salary of \$1,600 per annum:

C. M. Arnold, Calgary, Alta.,  
(Returned Soldier).

Successful candidate for the position of Still Photographer in the Exhibits and Publicity Bureau of the Department of Trade and Commerce, at an initial salary of \$1,600 per annum:

W. S. Carter, Ottawa.

Successful candidate for the position of Hydrometric Engineer for the staff of the Commissioner of Irrigation, Department of the Interior, Calgary, at an initial salary of \$1,500 per annum:

W. H. Shillinglaw, Brandon, Man.,  
(Returned Soldier).

Successful candidate for the position of Public Analyst in the Department of Trade and Commerce, at an initial salary of \$1,300 per annum:

C. S. Hawkins, Toronto, Ont.

Successful candidate for the position of Laboratory Assistant in the Forest Products Laboratories, Montreal, Department of the Interior, at an initial salary of \$75 per month:

Colin Alexander, Montreal,  
(Returned Soldier).

WM. FORAN,  
Secretary.

Examination Branch,  
Ottawa, December 26th, 1918.

## How to Get the Bonus

There surely must be some method of getting out of the Government a little ready money to pay the balance of the war bonus (about \$1,200) due to each and every civil servant. Getting a little easy money from the Government is really the national game since capitalists gave to lacrosse its quietus by paying the players more than they could spend. Various means have been contrived by the Federation to establish the claims of their constituents in all parts of Canada. Careful consideration (that has a familiar ring), however, discloses the fact that all the avenues to the desired bonus have not been traversed. The Federation has overlooked one important fact, viz., that the members of the Government are human beings after all. During the war the Government gave notice that as soon as peace was declared every male and female citizen was to be born again, like Nicodemus, and that Canada's national emblem was to be embossed upon a statue of Truth exalted upon a pedestal of lofty *Altruism*. No more would a man covet his neighbour's ox or his ass or his wife, and of course woman was expected to reciprocate the abnegations of the man. But the Government has cancelled this Order-in-Council. Something is going to be promoted and everybody should try to get in on the ground floor.

Before the Canadian Club of Ottawa, on Dec. 21, the Hon. A. K. Maclean gave formal notice that we are to return to pre-war conditions. It is clear that under these circumstances the Federation must play the game according to the basis of the status quo, which is, that you get all you can take, and, if found out, you are made a Knight of St. Michael and St. George. Everything depends upon the layout and the frame up. A contribution of \$100,000 to the party funds would help the cause of the Federation immensely. The way to the heart of the ministry would thus be paved with good intentions. Brain-fagging memorials containing tiresome arguments would be banned as unnecessary persiflage among friends. But nothing doing with the \$100,000 and the Federation must take the next crossroad that leads to fortune. The great thing is the personal touch. Bill and Dan were great on the personal touch. How did they do it? Here is the secret. You must follow St. Paul's injunction and be all things to all men and several women. In approaching a minister like Hon. Mr. Rowell, for instance, it were wiser to exude an odour of sanctity from your person than a flavour of cloves from your breath. To the Hon. Mr. Carvell you would picture the "tragic farce" of public ownership under the patronage system, and you could touch the Hon. Dr. Reid by a reminiscence or two of the rollicking days of patronage, accompanied, if possible, by a certified cheque for the party funds. But the Minister of Finance is the one to be convinced if you want to get a bonus. Sir Thomas likes to deal with "Big Business," so you must tell whom you represent with the usual exaggerations to which Sir Thomas is well accustomed. It were well that the delegation hail from Toronto, as it is said Sir Thomas has a penchant in that direction. Sir Thomas is sympathetically inclined to organization, of Capital that is, not of Labour. A passing reference to the "sanctity of wealth" would pave the way for friendly relations before you pounce upon the Minister of the Treasury for your bonus. This is the way Sir William and Sir Donald turned the trick in many a hard-fought game of chance. If the Federation fails to succeed in following these moral precepts, there is a last chance. Canada's greatest hero in the game of chance was Clifford Sifton. Let the Federation learn wisdom from the success, the honours, and the get-away of this hero of Canada's game of chance on the political gridiron. The strong card always played by the "Clifford" was "Psychology." Every-



body was fixed and the "Clifford" became very well fixed himself. One Herbert Ames adopted the "Clifford" as his hero, even as the historian Motley did William the Silent, Prince of Orange. From one end of Canada to the other it was shown how the "Clifford" obtained one bonus after the other from the Government. He found lands, timber and water-powers. They were friendless and he took them in. After taking nearly everything in sight, according to his commentator, Mr. Ames, the "Clifford" was adopted by the Government as the exemplar of public morals in Canada. He was given a niche in the temple of honour alongside St. Michael and St. George. The difference between St. George and St. Clifford is that St. George put it over the spirit of evil and St. Clifford put it all over several Canadian Governments and all the Canadian people and got away with it. If the Federation cannot succeed in getting the bonus by one of the various methods mentioned above, there is little hope of staying the pangs of hunger in the stomachs of civil servants all over the country.

F. A. G.

—CSFC—

## CORRESPONDENCE

### THE TYRANNY OF WEALTH

Editors, *The Civilian*.

After four years of carnage and sacrifice, that has cost such a fearful price in the slaughtered manhood of the world, it is almost unbelievable that in this virile young nation we have still with us, in the seats of the mighty, reactionaries and Bourbons who refuse to learn the lesson taught by this world war just ended.

The action of the Government in refusing the request of the Civil Service Federation for a Board of Arbitration to determine the merits of the \$350.00 bonus asked for in their memorial, is more in accord with the autocrats of Europe, who were always deaf to the appeals of their people for justice, until forced by circumstances to capitulate before the rising storm of indignation caused by their heartless and brainless inaction in dealing with the just claims presented to them. The Government is ill-advised in playing with its public servants, for, after all, there is a point reached where patience ceases to be a virtue, and an organized body of thirty thousand civil servants can be, to say the least, uncivil to those who are responsible for creating the feeling of unrest which pervades the Public Service of Canada to-day.

BOLSHEVIK.

Ottawa, Dec. 25, 1918.

## GOVERNMENT

vs.

### THE EXPRESS COMPANIES.

It may interest those who have followed the several references to the Printing Bureau to know that the drivers of the Printing Bureau delivery rigs receive a salary of \$100 a month. For this **the men give the Government:** their time from 9 to 5, without overtime for the additional time spent in taking care of their horse, etc., the use of a horse which the driver buys and for which he is responsible not only as to feed and stable accommodations, but for accident or loss, the

use of a rig in summer and a sleigh in winter which the driver buys and for whose upkeep and repairs he is responsible.

Government gives them, and there are twelve of them, all old employees, and one returned soldier, \$100 a month, less than four dollars a day. Government does not furnish their clothes, and has not given them a bonus.

The drivers on Express wagons who have been in the employ of the Express Company for three years or more, give their time from 8 to 6 and **the Company gives the men:** overtime, a horse which they do not have to feed, house, or care for; and for whose loss they are not held responsible, a uniform, and a salary larger than the one paid by Government to the drivers in its employ.

And some people ask for the public ownership of utilities like the Express Companies! No doubt the adoption of the Government method we have described would enable Government to make a reduction in express rates, but Government is not always going to be run as a charitable organization supported by its inmates, and it might be worth while to hasten the day when Government is not itself perhaps the chief "malefactor of great wealth" before entrusting it with any more public utilities.

No, don't point to the post office, the wages paid to letter-carriers and the postal service generally are a disgrace.

## The Re-classification

(Supplied by the Civil Service Commission.)

The work of classification has progressed to its most important stage. Schedules containing title of the position, definition of duties, the statement of the qualification requirements, salary ranges, and so forth, are being prepared.

At the same time the charts setting forth the organization of departments as reflected by the classification cards of July, 1918, are being prepared. These charts will form one of the interesting exhibits of the report.

The report with schedules and exhibits will be a formidable document consisting of approximately fifteen hundred typewritten pages. It will be ready for consideration by the Council and Parliament with a view to having it adopted at the coming Session and go into force April 1st.



OUR  
VOLUNTEERS  
IN KHAKI  
4,465

## Civil Servants Under Arms

OUR  
DEAD - - 429  
WOUNDED 611  
PRISONERS 25

### Major James J. Stock

Major James Joseph Stock, M.C., was doing work in Saskatchewan under the Topographical Surveys when the war broke out. He returned to Ottawa and enlisted as a sapper with the Engineers of the 2nd Division of the C.E.F. While his unit was in training in England he was given a commission and went to France as a lieutenant. His good work at the front soon attracted attention and in 1916 he was decorated with the Military Cross. The official Order says:

*For conspicuous gallantry during operations. He carried out the preparations for three assaults with great judgment under heavy fire. On one occasion he was hit on the chest by a bomb which failed to explode, but he carried on with great coolness.*

The old 2nd Field Company of Canadian Engineers became the 2nd Canadian Engineers Battalion and the young officer continued to serve with such credit that he became a captain and, finally, last spring, won his majority.

He participated in the big shows in which his division was engaged up to the final grand drive from Arras towards Cambrai, last autumn. On September 29 his luck changed and he was badly wounded in the legs. Eventually his right leg had to be amputated.

Major Stock is now in the Third London General hospital at Wandsworth and it may be a long time before he sees Ottawa again.

The accompanying picture was reproduced from a photograph of a large group of officers of the Canadian Engineers.

### As the Boys Come Home

As the boys come home a lot of new stories of wounds, gas, shell-shock, gallant actions, promotions, medals, etc., etc., will be told. *The Civilian* wants all of such stories that concern civil servants. Look out for good ones and send them to the editors.

### A Memorial to Our V.C.

A mural tablet to the memory of the late Lieut. James Edward Tait, V.C., M.C., will be erected in the church of the Parish of Troqueer, Kirkcudbrightshire, Scotland, of which place he was a native.

—CSFC—

### Orders, Crosses and Medals.

Another of the Welland Ship Canal engineering staff has received the Military Cross. The latest man so distinguished is Lieut. Reginald Ingersoll Olmsted, son of Dr. W. E. Olmsted, of Niagara Falls. Lieut. Olmsted has seen a lot of service and was wounded on August 15, 1917. He holds a militia commission in the 7th Field Battery of St. Catharines, which has sent so many distinguished artillery officers overseas during the war.

Russell White, of the Central Experimental Farm staff, Ottawa, has won the D.C.M. He is one of three brothers at the front.

The Order awarding the D.C.M. to Sergt. Charles Olmsted, Royal Canadian Dragoons, (Interior, Ottawa), says,—“*For conspicuous gallantry and devotion to duty both as troop leader and S.S.M., especially during two months' heavy fighting.*”

Capt. Eric Oscar Keeler, a newly-gazetted “M.C.”, belongs to Belleville post office staff. He was at first an officer of the 207th Battalion, but afterwards served with the 38th, with which unit he won his decoration and a captaincy.

Lieut. John Labatt Scatcherd, of the Field Artillery, whose wounds and subsequent death were recorded in the November *Civilian*, is named in a list of awards of the Military Cross that has just been published.



MAJOR JAMES J. STOCK, M.C.



The D.S.O. is conferred on Lieut.-Col. Herbert Leo Keegan, 47th Battalion, the Department of Agriculture man from Calgary who has also won several promotions and a Legion of Honour decoration for noteworthy work at the front. The cable referring to the award of the D.S.O., says, that he *stormed and captured positions through uncut wire, fighting with an exposed flank.*

—CSFC—

### The Casualty Roll

"Don't worry, Dad dear, and family. Look after Ena. Tell all my friends good-bye." With failing fingers and dimming eyes, JOSEPH W. PLEASANCE, of Chatham, Ont., Customs staff, traced these words on a post card, signed simply "Joe" and entered into peace on the battlefield near Cambrai. It was on the 29th of September, and the Canadians, playing their part as "spear-head" of a British army, were piercing the last German defence system. Pleasance fell with a fatal wound and a comrade paused beside him while he wrote his last message, full of the thoughts of loved ones at home. Then the line swept on, and when the day's cost was counted, Private Pleasance was listed "killed in action."

LIEUT. STEARNE TIGHE EDWARDS, Royal Air Force, died overseas as result of injuries sustained in an accident on November 12. He was a Carleton Place boy and was on the Railways and Canals engineering staff at Port Nelson before he joined the army. To reach rail-head, when he came out to enlist, he covered two hundred miles on foot. Lieut. Edwards was twenty-five years of age.

CAPT. GEORGE TOMLINSON DODGE, M.C., a Public Works man from Sherbrooke, who went overseas as a lieutenant in the 87th Grenadier Guards and won a captaincy and the Military Cross, died on November 27 of influenza. The disease attacked him when he was convalescent from wounds and rendered recovery impossible.

LIEUT. ARMAND LAVERDURE, returned, is convalescent from wounds sustained in the battle of Arras on August 27, when machine gun bullets pierced both of his legs. Lieut. La-

verdure is a Public Works engineer and was an officer of the 77th Battalion. He transferred to the 22nd Battalion and saw a lot of heavy fighting with that famous unit.

JOHN SHOLTO DOUGLAS, died of wounds, November 30, was a Customs officer of Brandon. He enlisted in 1915 with the 45th Battalion, but served in France with the 78th. On July 20, 1918, he was wounded, but remained on duty. On October 5 he received severe shell-wounds in the legs, from the effects of which he succumbed, eight weeks later.

LIEUT. R. I. OLMSTED, M.C., was wounded in August, 1917.

CORP. E. DUNSMORE, 38th Battalion, now returned, was gassed some time ago. He belongs to the Railway Commission staff.

T. R. BALMER, of the Chief Architect's Branch, Department of Public Works, died of influenza in a military hospital in England on November 3.

CAPT. H. R. CARSCALLEN, of the 11th Battalion of Canadian Engineers, has been so seriously wounded that one of his leg has been amputated. He is an engineer of the Irrigation Branch staff at Calgary.

LIEUT. V. M. MEEK, another of the Irrigation Branch engineers, who has seen a lot of rough work in France, has been released from the army and has resumed civil duties. He served at the front with a Tunneling Company, Canadian Engineers, and, in October, 1917, sustained wounds that finally led to his retirement from active service.

A much-regretted fatality was the death in a Calgary hospital, on August 28, of SAPPER H. B. R. THOMPSON. This young man was an engineer of the Irrigation Branch and enlisted for overseas service with the 1st Pioneers. He was wounded on May 27, 1916, and spent more than a year in hospitals in England. He was returned to Canada in the hope of benefit from the change, but no good resulted. His wounds refused to heal and one foot had to be amputated. Finally he developed appendicitis and death ended more than two years of suffering.

A. MACDOUGALL, railway mail clerk, Winnipeg District, was wounded in October. He enlisted with the 184th Battalion, transferred to the Postal Corps and then to the Machine Gun Corps.

JAMES HAYS, railway mail clerk, Vancouver District, who enlisted with the 260th Rifles for service in Siberia, died at Willow Camp, on October 21.

A. COPPLEMAN, railway mail clerk, Winnipeg District, who enlisted with the 108th Battalion, was wounded in October.

BERNARD M. SANDS, who went overseas with the Mechanical Transport service and transferred to the Princess Pats, was slightly wounded at Cambrai this fall. At Mons his life was saved by a packet of letters and photographs in his breast pocket deflecting a bullet. He belongs to the Department of Agriculture, Ottawa.

—CSFC—

### Repatriated

Several civil servants who have long endured imprisonment in Germany have been repatriated.

William Patrick Ainsborough, of the Department of Labour, was an "original" of the 2nd Battalion and was captured early in 1915.

Lieut. Edward Donald Bellew was an "original" of the 7th Battalion and was also made prisoner at Ypres in the spring of 1915. He was on the Public Works staff at Vancouver. Brief as was his army service, he was mentioned for good work in the first volume of "Canada in Flanders." He is now in an English hospital, as he still suffers from the German gas he inhaled in the first battle in which it was used.

Lieut. Arthur S. Bourinot, of Indian Affairs, the gifted young poet, who went over with the 77th Battalion and transferred to the Royal Air Force, is now in England. A German air-barrage shell killed his observer and sent him 'planing down within the enemy's lines.

Harry Hogarth, of the outside service of the Department of Trade and Commerce, who enlisted with the 8th Battalion of Winnipeg and was made prisoner at Ypres in 1915, is also on the repatriated list. He suffered severe punishment by his captors for refusal to do munition work.

—CSFC—

### War Personals

Capt. N. M. Halkett, C.A.M.C., son of J. B. Halkett, has been awarded the Military Cross for distinguished services performed in the field on Sep-



tember 2. He was attached to the 38th Battalion.

Gordon Urquhart (Customs), who has been serving as sergeant in the 38th Battalion, has won a commission.

Private T. J. Butler, who died in France on November 10, was a brother of J. A. Butler, of the Printing Bureau, who lost a leg at the front.

Corp. Heidman, repatriated, is a brother of G. Heidman, of the Department of Marine.

Lieut. Elmer B. Cogswell, (Indian Affairs) who went overseas with the 8th Mounted Rifles and transferred to the Air Force, is back in Canada. A companion tells the story that Cogswell declines to detail. He says that Cogswell and his fellow officer went up with two other planes to attack nine Hun machines. The three-to-one odds were too great and Cogswell and his companion were shot down from a height of 12,000 feet. Cogswell received fractures of the leg, skull and jaw, lost his sense of smell and the hearing of one ear.

He is still badly crippled, and has spent fifteen months in hospitals in England.

Acting-Corporal Archibald McMurdie Lefurgy, of the cavalry, an "original first," who has been listed as missing and is now presumed dead, was a brother of Miss Jessie Lefurgy, of the Department of the Interior.

Sergt. F. W. MacKenzie, son of A. F. MacKenzie, of Indian Affairs, has won the Military Medal.

James L. Ogden, missing since October 1, is now in England. He was a prisoner for a few weeks. He is a brother of Lieut. S. H. Ogden, M.C.

William Lawson, of Dundas Customs staff, is a very proud father, for both of his boys overseas have been decorated, but his pride is damped by sorrow, for only one will come home. Sapper A. M. Lawson won the Military Medal at Cambrai, but was afterwards mortally wounded. His brother, Lieut. W. G. Lawson, will come home with the Military Cross.

H. R. J. Watts, who was a corporal

in the "Civil Service Siege Battery," was training for a commission in England when hostilities ceased.

Sergt. W. C. Train, of the London Scottish, the only soldier of his battalion to win the Victoria Cross, is a brother of Joseph Train, of Bridgeburg Customs staff. He was decorated by King George during a recent visit of His Majesty to the troops in France.

—CSFC—

### A Fund Closed

The final collections for the Prisoners of War Fund were made in December, instructions having been received from the Red Cross that no further special contributions on this account were required. Many prisoners have been supported by Civil Service subscriptions. Prisoners were "adopted" by individuals, departments, branches and little groups throughout the Service, and the total amount of money collected was certainly large, though nothing like a complete record was kept.

—CSFC—

### PAT IS NOW AN OFFICER

Whom did I meet on the street to-day? Malachy Dillon, blythe and gay. Faith, but the smile on his Irish face would gloom from even a groucher chase. "Top of the morning, Dillon," said I, "and when did you hear from your soldier boy?" "Begorra, I heard from France to-day, and the good news makes me feel quite gay, for Patrick, who fought the Huns for years, (a bouchal who only the divvle fears) seems to know an Irishman's mission—to fight like blazes and win a commission! For four long years he fought like—well, something that isn't hard to spell. Wounded? Love-taps just a few; a bullet his arm went cleanly through, while another one got him in the knee, and his "lids" stopped bullets one, two, three. Buried alive, he was, and stunned by a shell—had to lie-up for a little spell. Shrapnel made a hole in his arm—arra, God save us all from harm! 'Mother,' said he, when he wrote to herself, 'I'm still in the ring

and not on the shelf!' Faith, I can't remember each hurt he got, but, sure, he got the divvle's own lot. Want to come home? Troth, not a bit—just wants to see the end of it. He's Lieutenant Patriek now, d'ye see? Pleased? A happy ould chap I be! Chevrons? five of them on his sleeve—one for each year, I do believe. Where is he now? Musha, where but in France, helping to make the Fritzie's dance, helping to win the victory soon to be ours, as you'll soon see. Ah, then, it seems but a year ago, since I sang him to sleep, when the sun sank low. And now he's a hero! Glory be to Dhia aroon for his gift to me! He fights for the right, my soldier son, and has earned the honors he has won. I've faith that he'll come back o'er the sea, when the war is won, to mother and me." "Malachy Dillon," I could but say, "I rejoice with you, old friend, to-day. May Lieutenant Patrick, noble boy, return full soon to crown your joy."

GARRET O'CONNOR.  
Bridgeburg, Niagara river,

### DEVELOPMENT OF CO-OPERATION

In 1844 twenty-eight English weavers subscribed \$5 a piece to start a co-operative store. They laid down four principles. First, sales were to be made at current market prices and all profit were to be divided among the customers according to the amount of their purchases; second, sales were to be made for cash; third, no goods were to be misrepresented or adulterated; fourth, the store was to be governed by the stockholders and every stockholders was to have one vote.

In 1916 this store had 18,924 members and a capital of \$2,000,000. This and similar stores in England had 3,150,000 members in 1916, did a business of \$700,000,000, and distributed profits of \$76,000,000.—The Crisis.

## "RIGA"

### PURGATIVE WATER

Is the Surest Cure for CONSTIPATION.

On Sale at all good Druggists

25 Cents per Bottle.



## EDITORIALS

### RECONSTRUCTION OR RE-ADJUSTMENT

In the current literature passing across the stage at this time of the year is to be found the outpourings of heartfelt desires for a new Heaven and a new Earth. In all such expressions *The Civilian* heartily joins. Notwithstanding, however, the dread of being out of fashion, we refrain from a re-iteration of the old phrases so appropriate to the Christmas and New Year season. "Peace on Earth" is an idealistic beatitude, but we do not propose to say there is peace when there is no peace, and rather will we dispose ourselves to a consideration of why there is no peace and why we are very unlikely to have peace.

During the war we all received daily guarantees from those who rule over us that old systems were to be swept away, that things would never be as they were before the war, and so on. Opportunities were to be equalized and human health and happiness more evenly distributed. And even now as the reactionaries are re-forming their ranks, we are rejoiced to hear the following words from the lips of President Wilson in replying to the toast of King George at the State dinner:

"Yet after I have uttered the word 'courage', it comes into my mind that it would take more courage to resist the great moral tide now running in the world than to yield to it, than to obey it."

And moving from the heart of the Empire to the heart of Canada we hear the orator, Rev. Mr. Adlard, at the G. W. V. A. forum at Ottawa on December 29, speaking in the name of the people, say,—“Labour will never return to pre-war conditions.” On all sides we hear protestations of loyalty to the working classes, whose bodies defended the modern pass of Thermopylæ. It is at home, at the head and centre of our national Government, that we are fated to hear that this is not to be. It is here, at home, that we are to find a man who thinks that there is no need of “the great moral tide” mentioned by President Wilson.

On Saturday, December 21, the Hon. A. K. Maclean addressed the Ottawa Canadian Club on “Reconstruction and After War Problems.” As reported in the *Ottawa Journal*, Mr. Maclean deprecated the use of the word “reconstruction”

as applied to Canada. Generally speaking the only sense in which ‘reconstruction’ could be applied to after-the-war conditions in Canada was as regards social reconstruction.” He did not believe that the political unrest being manifested in Europe would spread to this country. As regards the economic situation, “he did not agree with those who said that wages must at once be reduced to the pre-war level or lower.” Mr. Maclean preferred the use of the word “re-adjustment” rather than “reconstruction”; and a full reading of the text of the speech leaves in the mind of the labourer the thought that all we shall have out of the war is a “re-adjustment” of the political trough.

Is there any country in the world more in need of economic and political reconstruction than is our Canada? Is there any country that has suffered more from inequality in the distribution of wealth? Has not the major portion of the wealth of this new country passed into the possession of too few hands? Considering the economic status quo to which Mr. Maclean would have us return, we find after fifty years of Confederation that forty men practically own Canada according to a list published in the *Grain Growers' Guide*. Contrast with this exhibition of monopoly the following from the *Ottawa Journal*, the Government organ, in commenting upon the recent epidemic of influenza:—

“And Ottawa cannot be a worthy Capital while conditions prevail here such as were revealed during the epidemic—conditions of squalor, ignorance, dirt, poverty and wrong living in general. Ottawa is not as badly off in this respect as other cities.”

We find that our political and economic systems have permitted some 50,000,000 acres of land to be taken up by speculators in the western provinces and we have to contrast this condition with the following words spoken by the president of the United Farmers of Ontario at their recent convention in Toronto:—

“And we talk of democracy and liberty. Are you, who were born in Canada, and you who have come here by choice from other countries, who have helped to transform the wilderness and forests into an agricultural country; also you who have fought in the trenches, going to have anything to say in this reconstruction period, or are you going to let this country become a country of serfs and peasants, exploited and ruled by commercial and financial barons?”

And yet our political and economic systems offer no terrors to reactionary politicians.



The War Labour Board of the United States made an exhaustive investigation into the cost of living in that country last spring. The investigation showed that the least wage on which a family of five could be supported in decency and comfort was seventy-three cents an hour. There was no dispute over the figure. Recollecting that the increase in the cost of living is greater in Canada than in the United States, compare the above statement with the following facts:—The Canadian Government owes an average figure of over \$1,000 to each of its employees in order to bring salaries up to a cost of living basis. The Canadian Government pays some of its employees, married men, at its Experimental Farms twenty-five cents an hour, and to women with dependants at the Printing Bureau, the prostituting, sweating wage of twelve to twenty cents per hour. The United States Government pays its charwomen \$1.75 per day, while the Canadian Government pays \$1.00 only. The economic system which gives 35,000,000 acres of land to a few favourites and is bankrupt in its treatment of its own working classes, offers no terrors to reactionary politicians who desire to maintain class distinction of a few "financial barons" and a horde of "common people" living in "conditions of squalor, ignorance, dirt, poverty and wrong living in general." Is there any surer method of creating Bolshevism and of dyeing flags red than the preaching of reactionary doctrines in the face of contrasts and comparisons such as these!

How have the 98 per cent of the people fared politically under our political system of the past fifty years? Let the fate of the report of the Economic Research Commission attest. Let the fate of the Co-operation bill and the Technical Education report tell the tale. Let the negligibility of Sociologic legislation compare in the balance with the largesses granted to, or taken without let or hindrance by, its Siftonian class of special privilege. Let the rewards of merit granted to political perjurers compare with the death sentence meted out by the heathen statesman Cato the Censor, before the birth of Christ, to his own two nephews for a comparatively minor offence. And let the reactionary politicians of Canada affirm that our public morals are perfect, that there is no room for improvement, that social injustice and political perfidy must remain stamped upon our national emblem as a souvenir and a legacy to be handed down to generations yet unborn. Let us hope it may not be so. Let us hope that the conscience of Canada's people will speak out loud and long in articulate expressions of protest against a continuation of pre-war

systems of moral and material wrongs. Ladies and gentlemen, we give you the toast "Reactionaryism or Bolshevism". Will you be pleased to take your choice.

#### MR. CRERAR'S REFUSAL

In publishing Mr. Crerar's letter declining to act as the representative of the Government on the board of arbitration regarding the amount and distribution of a war bonus to civil servants, the officers of the Civil Service Federation of Canada have made three things perfectly clear: (1) the initiative with regard to the institution, the character, and the composition of the board was left with the Government advisedly; (2) the initiative of asking Mr. Crerar was only assumed after Governmental delay had brought about a condition of unrest in the Service which was so seriously injurious to the country that action on the part of someone became imperative; and (3) the Government had not removed this line of action from among the possible alternatives by the expression of any opinion, for or against.

Indeed the frequency with which the Government placed its machinery, bidden and unbidden, at the disposal of others in situations not unlike that which had arisen between the Government and its employees, argued for rather than against the committee of arbitration which the Federation endeavoured to set up.

Mr. Crerar's refusal is regrettable, but his position as a man of independence, devoted to public service, gives his action a significance which is worthy of serious consideration. By his simple refusal Mr. Crerar has thrown into the limelight, as possibly no other member of the Government could have done, some of the chief defects in our political system.

If Mr. Crerar does not feel free, as a member of Government, to assume an initiative which the Government collectively has failed to assume, and toward which Government has expressed no public opinion, favourable or unfavourable, it is time to change something. Mr. Crerar may or may not believe that an increase in the amount of the bonus and the giving of it to all is in the best interests of Canada; that was the question for the board.

Mr. Crerar is unable even to take the initiative in creating a board to discuss such a question because it is, of course, quite impossible for him as a member of Government. The problem is, therefore, not only one of whether employees of the Government have any right of



appeal to the Government, and the further right, if that appeal is persistently ignored, to appeal for independent initiative on the part of individual members of the Government, but one also of whether individual members of the Government can assume any initiative themselves.

We have known that parliamentary procedure requires that a Government measure must be voted for by Government members in spite of personal conviction as to what is best for Canada; and that a measure the Government has not proposed must not be voted for by Government members however valuable its adoption may be for the people.

We now realize, as we may not have realized in the past, that a member of the Government is also in a position of some difficulty during the interval between sessions. He is then faced by a curtailment of his initiative that is even more serious, both for the country and for himself, than the parliamentary one because Council is not accessible to the press, as is Parliament, and there is not machinery available for recording the position of the different ministers in Orders-in-Council that may be proposed or passed. Each must rely upon his own record as a man for the estimate of the people as to his probable suggestions and vote in Council.

Civil servants were fortunate in being able to select a man of Mr. Crerar's standing, and we believe that his action has focussed attention upon a few fundamental changes that should be made in our Governmental economy. We recommend them to progressive thinkers:

These are: (1) democracy involves the right of appeal for all, and if Government will not allow an appeal from it to an impartial tribunal, small in numbers, it can not refuse an appeal to the electorate; (2) democracy in Government does not involve secrecy in the proceedings of Council or the vote of members in Council; (3) justice and honesty does not include the principle that any vote on any issue should be decided for any reason other than a sincere conviction or belief that the vote so cast is in the best interests of the entire people; and (4) which is a natural consequence of 3, dignity in Government does not include any but the gravest applications of the principle that an adverse vote to a "Government measure" shall be taken as a vote of "want of confidence."

If Mr. Crerar's inability to reply favourably to a serious endeavour to reach a satisfactory solution of the present Civil Service problem (it long ago passed the bounds of the simple matter of the bonus) does nothing further than to

make more certain the adoption in the near future of the principles we have enumerated, the exchange of letters has been worth while.

## LABOUR AND THE FEDERATION.

The Civil Service Federation of Canada has definitely associated itself with the Labour movement in Canada in accepting into membership the Mechanical staff of the Printing Bureau and the Federated Association of Letter Carriers; both of these bodies being affiliated with the Labour Congress. The Federation is to be congratulated upon this movement; the only regret being that the event has been so long deferred. The case of the salaried man or the wage-earner, whether remuneration is gained by labour of the hand in physical pursuits or by the brain in office duties, is one and the same. The problem involves a square deal to those who have to appeal to Capital for the means of earning a living. Quite a percentage of the wage-earners in our cities is living below the poverty line and it is the duty of all wage-earners to combine in order to demand a decent living for those of its numbers who may be in distress or suffering from industrial, commercial or Governmental injustice.

Has this atrocious war left in the ranks of the Civil Service any who may demur at the idea of the policy adopted by the Federation? To any such we say the labour movement is ever broadening its boundaries until now in Great Britain it includes teachers, authors, lawyers, doctors and engineers. It even includes the capitalist so long as he is a producer and human. This is admitted to be the greatest social reform movement ever attempted, much less achieved, in any country. As proof of the universality of the movement we would refer our readers to an article in *The Public* of August, last, written by a clergyman who in eloquent terms deplores and contests the fact that "religion is excluded from these programmes of social reform." And he asks "why are ministers of religion excluded from membership in the new 'hand and brain' decision." The British Labour Party is opposed to the admission of the clergy to their ranks on the ground that the church is not democratically controlled, that it stands socially aloof from the working people, and that it lacks the punch when the blow for freedom and justice is expected of it. We have no intention of arguing the merits of this case and merely cite the controversy as indicating the earnest anxiety of the clergy to take a part in what is bound in the future to



become a world-wide movement for the reform of systems and the re-incarnation of the human family from the tyranny of plutocratic aggression.

The highest motives must ever inspire those who supervise organizations of labour. It must be remembered that efficient men and women are the best permanent capital the state possesses. No opportunity should be missed of fighting, if necessary, for the proper feeding and clothing and schooling of the great body of the people who depend upon selling their services to Capital in order to earn their daily bread. To save women and children, to say nothing of the wage-earner, from the horrors of a life of sordid poverty, which is a common occurrence in all parts of this rich new country, is worth a great concentrated effort on the part of all wage-earners who have the human instinct of sympathy and brotherly love. A still loftier ideal is to consider the preservation of our race from the universal tendency to rise, to decline and to fall, which history shows has been the fate of all nationalities of peoples in past ages. Is there any surer method of ensuring a rapid decline of the British race than to keep a percentage of the people in poverty, rags, and filth? Surely it is worth an effort, and, if needs be, a fight, to obtain for all classes such care and protection from want and the degeneracy of squalor, such housing conditions, such working and playing conditions that the children who are to re-produce successive generations of the British stock may contribute to the maintenance of our race beyond the period allotted by historians, beyond the period permitted under the prevailing economic conditions of this country, and even beyond the fondest dreams of the idealists and altruists who would save and perpetuate the race were it not for the politicians. Such a cause is worthy of the task of organizing all salaried people into one great group. Let the good work go on.

### THE CONVENTION

Before the February issue of *The Civilian* appears, it is probable that the call for a convention of the Federation will be sent out to all the organizations. This convention will be the most important in the history of organization in the Service. The Federation has trebled its membership since the convention in November, 1917. The Executive has committed the Federation to affiliation with other bodies of Labour as the sole means of self-preservation, and the Executive must be endorsed in this course by the con-

vention or repudiated. The question of the bonus must be considered. The convention must decide whether or not it will accept lying down the discrimination by the Government in granting large bonuses to privileged employers and a paltry minimum to their own seemingly defenceless employees. In the past four or five years there is due the Service an average bonus of \$1,475.00 to give the Civil Service as good protection against soaring prices as has been given to railway employees. "Government clerks who are paid \$1,800 a year have had their wages cut in two during the past two years alone because of increased living costs," according to official figures. And yet the Government is so morally or materially bankrupt that, instead of \$1,475.00 to all, it has paid its servants (exclusive of the Postal Service, who struck and received a little better consideration) an average bonus of about \$175.00 to a part, and nothing at all to the rest. The report of the Commission regarding re-classification will no doubt be before the convention and furnish an item of business of outstanding interest. Superannuation will be on the agenda together with a number of resolutions which must be progressive and the outlook is for an unusually interesting event in our history.

Outside of all other considerations the great requirement of the times is for unanimity on the part of all Service organizations and the sinking of all differences between sections or a Department of the country. It is hoped the Railway Mail Clerks will attend and will forget and forgive any and all criticisms that may have been uttered either in the pages of this journal or otherwise. The Service commits suicide of its aims and objects if festers and sores, jealousies and heartburnings are allowed to clog and delay amendments in the pay and working conditions of Government service. The report of the Executive will exhibit strenuous activities of the past year, and proposals will be made for a re-organization of the entire Federation machinery in order to successfully meet the issues. It should be borne in mind that there is no influence in favour of efficient principles of administration of Government departments outside of the Service organizations, except such influences as may be aroused by the publicity propaganda of the organizations themselves. The fact that we are virtually dependent upon our own resources to represent our case should instil in the mind of every delegate a determination to give his best to the deliberations of this convention.



## PUBLICITY

Will the emotions aroused in the hearts of the people by the war outlast the cessation of hostilities; or are we to relapse into our old peace-time apathy and allow habits of careless thinking to re-establish themselves? A salutary warning has been sounded by Lord Northcliffe.

"Nothing can be worse for the prospects of the coming conference," he said, "than an atmosphere of secrecy and half truths. Yet up to the present there has been no official statement that the momentous meetings about to take place will be held in accordance with President Wilson's expressed view on the question of open diplomacy."

He further stated that "clandestine assemblies are the harbingers of intrigue, suspicion and possible deception." Bringing the case against clandestine assemblies nearer home, why, may we ask, are meetings of Parliament subject to publicity and meetings of the Cabinet as closed as was the closet of Phillip II of Spain from whence he fulminated his orders for the persecution of the Netherlands. What is the justification, what is the excuse for secrecy in the transaction of any public business? Under our economic system of competition for price secrecy of the competitor may be defended, but how can a trustee justify the policy of secrecy in the management of an estate of which he has the management. Should the owners of the country be the victims of secrecy and intrigue on the part of its trustees? And is the Cabinet the trustee of the public business of the whole people or only of the select forty men and their satellites who own Canada? Have we yet seen any report of the meetings of the Civil Service Commissioners, and, if not, why may we not do so? Have Dr. Roche and his colleagues any secret treaty with the politicians? We sincerely hope not. And, if not, why may our reporters not attend the sittings of the Board and so give out full publicity of all the facts to the public and the members of the Service who are chiefly concerned?

## A WAR JOURNAL

For ten years *The Civilian* has been the sole occupant of the field of Civil Service journalism in Canada. It no longer shines in solitary splendour, for a new publication devoted to Civil Service interests has appeared. It is the organ of the employees of the Separation Allowance and Assigned Pay Branch of the Department of Militia and Defence, and its title (chosen from a

list of more than a hundred suggestions) is the *S. A. and A. P. Bulletin*. The initial number indicates that the editors are inspired by justifiable pride in the work of their branch. There is an interesting story of its origin and development and some account of the enormous work it now carries on. It is gratifying to note that the little *Bulletin* has the approval of the chief officials. Mr. George U. Stiff, director of the branch, contributes the leading article and gives his staff some sound advice. The S. A. & A. P. Branch will decline in amount of work and number of personnel as the Canadian Expeditionary Force is repatriated and disbanded, and the *Bulletin* will not long hold a place in the journalistic field; but it has opportunity to give to the public and to place on record some very important features of Civil Service work in war-time. It is a unique little journal. *The Civilian* welcomes its appearance and congratulates its editors on their enterprise.

## NOTES

There are hundreds of reports of wounds sustained by civil servants yet to be received for the Civil Service Roll of Honour. The Departments of Customs and Public Works have their records very well completed. Some branches of the Interior have reported excellently; but others have fallen sadly behind. Outside postal services are also in arrears. No reports from Agriculture have been received for many weeks. Men of these and other departments have been fighting, bleeding, dying by scores during six months past. Have their friends at home forgotten?

—CSFC—

The Bonus problem has since September last exclusively engaged the attention of the Federation in all its branches, including the officers, executive, and *The Civilian* committee. The best fight possible has been offered against great odds: It is to be regretted that on this account no preliminary work has been done by *The Civilian* in the way of propaganda on the important subject of Superannuation. We wish to re-assure our readers that the importance of Superannuation has not been minimized, that all the pre-war data and the results of much investigating work is still with us ready for use at the proper time.

—CSFC—

*The Civilian* sends a very special message to all associations outside of Ottawa inviting them to send in reports of their meetings for publication. The reports should be brief and crisp, as we have now some 200 branches. We desire to express a



warm appreciation to the many associations who have given us the finest endorsement and encouragement possible by making all their members subscribers and adding the club subscription rate to the annual fee of the association. This action on the part of associations has had the effect of doubling the circulation since September last. The virtue in such support and co-operation lies in the added stimulus the editors derive therefrom. The result of such support will be evidenced in the still greater loyalty and courage displayed in our pages as month by month we commend the patron or condemn the traducer of good Government.

In political history the fact has been disclosed that governments favourable to privileged interests are unable to sympathize with the needs of the working man for sustenance and provision for old age. The Hon. Mr. Maclean in his Canadian Club speech gave an instance of the casuistic blindness of professional politicians who serve special interests and not the interests of the whole. His satisfaction over the non-employment situation was answered by one of the labour unions of Toronto who advised him that 35,000 men were out of work in Toronto alone, and even at that figure the report of this one union may not cover the whole city of Toronto. His declaration that our economic conditions are satisfactory and require no reconstruction might have been contradicted by the winds that blow over the maples in Major's Hill park. If Mr. Maclean had lifted his eyes from the cushions and portières of Peacock Alley he could have seen houses in which abject poverty reared its head right in the capital city where the spending of so much Government money makes for exceptional economic conditions. Is poverty a satisfactory economic condition? The influenza epidemic disclosed the fact that a great number of families were so near starvation that the discovery of the father, the mother and several children in a single bed without food or fuel was not an uncommon one. Is there no need of reconstruction of a system of society which keeps a proportion of its people in a condition of living below the poverty line and at the same time gives away the resources of the country and unearned economic rewards to a privileged class? Forty men and their satellites practically own Canada. About two per cent of the people of Canada own one-and-a-half times as much as the rest. This is entirely satisfactory thinks Mr. Maclean, or at least there is no need of reconstruction. The soul awakening effects of this war have not touched the poli-

tician, and surprise will be assumed at the springing up of socialist clubs and guilds. The two-per cent of the people not only nearly own Canada, but it is a safe calculation that quite as completely do they own Parliament.

—CSFC—

There is unanimity among all people except the political representatives of the favoured classes that we are to get a square deal in future for the man who works for a salary and for the under-dog generally; but how in the world is it going to be brought about? There is no sign of anything starting yet. There are two ways of accomplishing the desired object: by the bloody hand and by the golden rule. Many of us who have lived amidst the callous casuistry of the hide-bound politician have been forced to the conclusion that by the use of force only will the gates of freedom be opened for the great mass of Canadian Labour. If force has to be used by Labour to wrest from plutocracy a full measure of fair play, civil servants should parade in the phalanx, for no class has been more brutally treated by those who at present control our political systems.

There is, however, a better way and it is worth trying first. There are many organizations of salaried people. All these organizations should select delegates to form a central council in early anticipation of the next appeal to the people in an election. This council should chart out the whole country showing the constituencies where special classes of salaried folk predominate and whether there is a suitable candidate to offer for election. The candidates having been chosen, it will be the duty of the leaders of the various organizations to issue by bulletins, by news letter and in the daily press full information to all salaried classes as to the plan of operation, explaining that the intention simply is to get into Parliament representatives of salaried people; there being an entire absence at present of that class in Parliament. The general platform for political and economic reforms will be set forth and one and all will be urged to unite upon the candidate chosen by the central council of wage-earning associations. By such a means as this it is possible to elect a number of independent members of Parliament representing G. W. V. A., Civil Service, Trades and Labour, Railway Brotherhood, etc. This is the better method and it is more desirable from every standpoint than those other methods which might subject some of the old line party-prejudice-bound politicians to harsh if well-merited treatment.



# Housing and the Retirement Fund

## Mr. Arthur Paré's Suggested Addition to Proposed Scheme of Mr. A. C. Campbell

Owing to the crowded condition of *The Civilian's* pages, much important matter has been held over from month to month. This will explain delay in publishing the following. It will be remembered that Mr. A. C. Campbell proposed a plan for an Ottawa "Garden suburb," to be paid for and inhabited by civil servants but financed by the Government as employer. Mr. Paré suggests an important addition to the scheme. This has been referred to Mr. Campbell, who now gives his comments.

Mr. Arthur Paré, of the Accountant's Branch of the Public Works Department, writes under date of October 1, last:—

Editor, *The Civilian*.—Allow me to congratulate you on the occasion of the 10th Anniversary Number of *The Civilian*; as a supporter of that paper from its inception, I feel considerable satisfaction in its progress; its new dressy appearance, the substantial matters it contains, its interesting news and, above all, the capable, dignified, and independent way you deal with the Civil Service questions fully deserve, in my opinion, the active support of our great body of Canadian civil servants.

I have read with spécial interest the able essay on "A Civil Service Garden City", by Mr. A. C. Campbell. No doubt this article will set many civil servants to think more and in a more businesslike way of the housing problem. Following the wishes of the author, although we may not entirely approve of some of the details of the proposed scheme, we should not stop at these, but try to agree on some main principles according to which some practical step could be taken in the very near future.

Som eyears ago, when the Executive of the Association was working so strenuously on the proposed Superannuation Fund and, at the same time knocking pretty hard at the Retirement Fund, I must confess that, although approving heartily of the first, I felt a great deal of

sympathy for the second fund and thought that it could be made very helpful to us by some well-administered cure. That is the origin of my own proposals regarding the housing problem; Mr. Campbell's article furnishes me, I believe, the best opportunities. I was expecting to submit them to the consideration of the Service.

These proposals, restricted to the financial end of the housing problem, do not interfere with Mr. Campbell's scheme, but rather improve it in eliminating the appearance of paternalism attributed to the Government and the Country by the subtitle "The Public credit should be used to provide workers with shelter"; a more or less terse sub-title might then be used which would mean "The Government should use for the benefit of civil servants the trust funds which it holds for them for protection of their dependents." This substitute would, to my mind, appeal more strongly to the public, as it would then be based on a generally acknowledged principle of justice.

I enclose herewith a copy of my proposals; you may publish the same at your convenience.

Wishing you continued success, I am,  
dear sir,

Yours very truly,  
ARTHUR PARÉ.

The proposal of Mr. Paré is as follows:—

### The Civil Service Retirement Fund and its Possibilities

It has perhaps occurred to a number of civil servants that our Retirement Fund, notwithstanding its many objectionable features, could be turned into a splendid instrument of thrift. As in many other instances, the improvement of an established institution is a far better policy than its abolition.

Should my proposals for the improvement of the statute regulating the administration of this fund meet with favour among civil servants generally, then no delay should be allowed and steps should be taken at once to press the Government to amend that statute in such a way that, while the protection of dependents it professes to insure would be fully maintained, the civil servants themselves would derive benefits from funds which are their own but held in trust by the Government.

According to the Auditor General's report for 1916-17 the amount at our credit in that fund was \$4,394,761.52, most of it, no doubt, having been contributed by the Ottawa civil servants.

Let us act quickly and make the most of this splendid capital which is ours, for our own benefit as well as for the benefit of our dependents, and also for the benefit of our city.

The following is the amendment which I would propose. I do not pretend, of course, that I am giving the legal phraseology with which it will have to be draped; but, at all events, I hope it expresses pretty clearly what I have in mind. I must say at once that, although I mention the Retirement Fund all through this article, there is no reason that I can see why the contributors to the Superannuation Fund should not be given the same rights:

"1. The Minister may grant advances out of this fund for the benefit of individual contributors, or groups of contributors, for the purpose of acquiring homes or residential properties; such advances shall not exceed for each contributor the total purchase price of the property nor the sum of \$10,000 if the purchase price should exceed that amount.

"2. These advances shall not be granted in the case of contributors who are, or have been, the owners of a property as long as this property is wholly or partially mortgaged to this fund; they may be granted to contributors who have acquired their property without availing themselves of such advances.

"3. These advances shall be secured by a first mortgage on the acquired property with a full fire insurance policy, and the total amount standing at the credit of the contributor in this fund; if more than 75 per cent of the cost of the property is secured by the property alone, the Minister shall require additional security such as a Civil Service life insurance policy, or some other security he may deem satisfactory.

"4. If a property mortgaged to this fund is transferred to a non-contributor, the balance of advances shall be made repayable within a period not exceeding one calendar year. The contributor who thus transfers his property shall be held responsible for that payment in case of default on the part of the purchaser.

"5. The Minister shall collect advances so made by deductions from the contributor's salary in equal monthly instalments to extend over a period not exceeding 40 years; to these monthly repayments, which shall be computed on the basis of 4 per cent interest, a reasonable fee may be added to cover management expenses."



Note.—A legal man would perhaps leave some of the above provisions to be included in a set of regulations that would have to be established to govern points of minor importance.

Let us now briefly illustrate these proposals. Mr. Brown, a civil servant and a contributor to the fund, wishes to purchase a home. He takes an option for a week or so on a nice and well located house for, say \$5,000, and submits the proposed deal to the Minister. The Minister, being the trustee of the contributor's future dependents, employs expert advice and decides that the value is there, that the purchase is a reasonably good one. Whether Mr. Brown has savings or not, the deal is put through, the Minister advancing the full amount \$5,000 if required, through the Department of Justice; the latter delivers the deed to Mr. Brown, who, of course, mortgages his new property to the fund for the full amount of advances and complies with the other provisions of the law. Now Mr. Brown knows exactly what he will have to pay and is secure for a lifetime in the home of his dreams: to the Government monthly instalments slightly higher than the interest charges on \$5,000 so as to clear the mortgage within a determined period of time; then, in taxes, repairs and insurance, he would have to pay yearly sums which could be fully provided for by setting aside monthly some \$16.00.

Under the proposed amendment, apartments, double houses, and all sorts of residential properties could also be acquired or new properties built, by a contributor, or a group of contributors.

The above plan is full of possibilities for civil servants; let each one make its application to his own case and I am confident that it would mean an appreciable sum annually. Yet the Retirement Fund is fully protected, and at the death of a contributor the same amount as is the case now would revert to his dependents, except, perhaps, a small balance remaining due on his property, the realization of which would be an easy matter. In addition, the unincumbered value of the property would also be theirs owing to the fact that most civil servants who become proprietors of their homes under this plan would never have become so without it.

Mr. Campbell, having read Mr. Paré's plan, writes the following letter:—

Editor, *The Civilian*.—To have succeeded in attracting the attention of a man so able and so prominent in Civil Service affairs as Mr. Paré is a good augury of the success of the plan I have submitted.

He proposes to bring to the aid of a scheme of housing no less a sum than four and a half millions, the amount now at the credit of civil servants in the Retirement Fund. The prospect is certainly a dazzling one, for I think a quarter of that sum would provide everything that I had in mind when writing on the subject. I shall be more than delighted, therefore, if the housing scheme, whatever it may turn out to be, can be so munificently endowed.

Mr. Paré writes as though this were merely a question of changing the law. But would Parliament even consider such a proposed change except at the request of the Government, the trustee of this Fund? And would the Government ask for alterations in the terms of its trust except at the unanimous request of the trustees? And how should such unanimity be secured? I confess that I fear obstacles in the path to which Mr. Paré points.

Besides, if a number of us pledge our personal resources, our positions and our salaries in a joint effort to improve the housing situation, the security, it seems to me, should be ample for our employer, the Government. Until we make the offer and find it refused, I do not see why we should open the question of this special use of the Retirement Fund.

Turning aside from the question of a Civil Service garden suburb, and considering Mr. Paré's proposal as one scheme for promoting thrift through the Retirement Fund, I think there is much to be said in favour of the principle. Civil servants are too apt, in my opinion, to disregard the Retirement Fund or to regard it as a mere arbitrary reduction of salary. On the contrary, it should be an incentive to thrift, the centre of each person's plan of saving. Like the Civil Service life insurance system, it is an opportunity and a privilege, not a deprivation or hardship.

A. C. CAMPBELL.

Since the foregoing was written, great things have happened in regard to housing. It has become apparent that the need for houses for the people is universal. Not in the war-battered villages of France and Flanders alone are the people without adequate shelter, but in England, in the United States, and even in Canada. To meet the situation the Dominion Government has offered to loan, through the provincial authorities, as much as \$25,000,000 to provide houses, and Mr. Thomas Adams, the noted specialist, Town-planning Adviser to the

Commission of Conservation, has been given charge of the work so far as the Dominion Government is concerned. It is confidently stated that a great new movement in house-building has been begun.

The Executive of the Civil Service Association of Ottawa has taken action on this subject. It has decided to ask the Government, as the largest employer of labour in Ottawa, to follow the example of other large employers and provide housing for its people. A small committee has been appointed to carry on a preliminary investigation and to arouse interest in the subject throughout the ranks of the Service at Ottawa. The Association is not committed to the model village idea, but will consider this and all other plans that may be suggested. It is probable that an interesting report of progress can be made before next month.

—CSFC—

—A counselling voice on the industrial situation in the period of reconstruction is heard from Japan in the person of Baron Shibusawa, foremost financier and business man: "The prosperity the war has brought to Japanese business and industrial circles has been due to an extraordinary economic situation, and it may be regarded as doubtful whether it has done good or harm to the country. The rice riots, for instance, may be considered as one of the by-products of the war. The great rise in the cost of living has brought about a revolution in the economic life of the country and has materially widened the gulf between the rich and the poor.... Here is a social problem of great importance, which it would do well for the capitalist to ponder. What is urgently needed of business men is character building, as most of them are sadly lacking in moral training, and they should be taught the duty they owe to their country. Otherwise they will be overwhelmed by a social cataclysm."

—CSFC—

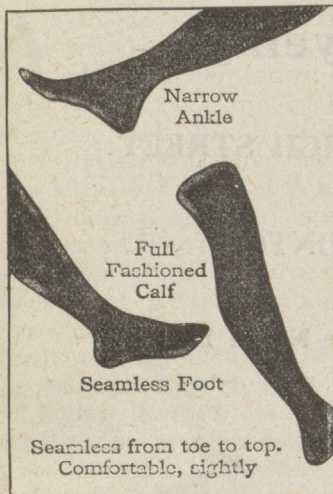
—The Central Federated Union of the United States has adopted a resolution calling for the formation of an American Labour party at a conference early in January. They intend to use the British Labour party as a model.



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Wegg

## Eggs From Last Year's Nests.

**W**HY do editors not use typewriters, and why do they employ in the course of their deadly work those blunt lead-pencils that play such havoc among the doubtful *m*'s and *w*'s and *n*'s and *u*'s of the alphabet? Has an *h* no rights to life, liberty and the pursuit of happiness on its own account? Why should *l* and *e* and *t* be regarded by editors alone as representable by a single sign?

Such were my thoughts as I gazed on a communication from the Chief of Staff laying down certain instructions regarding this month's operations. I am not sure what he desires—whether it is for me to harpoon or lampoon—or is it shampoo?—the Government. Or is it "Government" that he means, or does that wavy line indicate some general charter to proceed on a whaling, or tonsorial, expedition—the latter to the Barbary coast, of course—against all and sundry personages for whom we entertain grouches?

At any rate, I am not going to do it, whatever it is that he wishes done. He may bind himself to an eternal vendetta against the powers that be, and never let the red flag fall, but sitting here to-day under the spreading Christmas tree, with the music of Santa Claus's reindeer bells still in my ears, I cannot rouse myself to bark and bite.

Little children, do not let  
Your angry passions rise up.  
Your little fingers were not made  
To tear each other's eyes out.

Let us rather indulge ourselves in the least expensive of all emotions, that of philosophic retrospection. The year is dying in the night, and it is better to discuss what the year gave us than what he died of. It is not my intention to embark on the great ocean of events—my skiff is too frail, and a wooden leg cannot be converted into the mast of some great admiral—but to skirt those humble coasts that mark our daily life as servants

of the State. Of course no inlet is so small or so remote that the mighty moon-guided tides do not reach them, and there is a lapping on the pebbles of Herring Cove no less than a thunder on the Dover Straits,—

For the same wave that rims the Carib shore  
With momentary brede of pearl and gold,  
Goes hurrying thence to gladden with its roar  
Lorn weeds bound fast on rocks of Labrador.

The war has come to us as to others, even though it did not raise a very high tide in Bonus bay. But it brought us new ideas, new emotions, new interests, of all which we will not deal, for they are to the world in general as to Caesar. The war undoubtedly has delayed the settlement of a great many of our problems, that of Superannuation, for instance; but it has emphasized the need of many reforms, such as Re-organization. Some of us who were not called across the Atlantic to help in the redistribution of empires caught the fever, however, and began, in our minds, to rearrange branches and departments. And did it ever occur to you that some men, who talk glibly of new boundaries for the Balkan States, and the creation here of a Polish kingdom and there of a Czecho-Slovak republic, tremble all over when you suggest that the Post Office Department, for instance, should go into the melting pot and that there is no necessary divine ordinance constituting the Department of Justice, say, as it is at present? It is easier, always, to evolve a Nebular Hypothesis or an Atomic Theory than to find an economical way of burning coal in a kitchen range.

Perhaps the two great developments of the year, as far as the Civil Service was concerned, were presented in the form of phrases. It is to 1918 that we are indebted for the coining of the neat-but-not-gaudy terms "Immediate Superior" and "Sole Support." The discussions that these terms have given rise to will linger long in our

memories, even when the capture of Mons is a matter for reference to the encyclopaedia. Were we immediate superiors to anyone, were we anyone's sole support—these were cosmic (keep the *s* in that word, please) questions involving a searching of hearts and a re-ordering of one's universe.

To the first of these questions we had to find an answer in the affirmative, or forever forfeit fair renown and, doubly dying, go down to the vile dust from which we sprung. No newly created baron ever made such a search for ancestors as we did for subordinates. Genealogical trees are held of small account among us, but the trees showing our precedence in the Service—plum trees, you may say,—flourished in all offices. First the ministers, the parent stems; then the deputy ministers and their assistants, the secondary trunks; then the chief clerks and the technical officers, sturdy branches that stretched themselves in the sunlight; then the lesser administrative officers, offshoots and twigs; then the buds full of hopes, and the leaves, the temporary clerks that came and went with the seasons. By careful pruning at one point, or grafting at another, or transplanting, so that a slip from the old tree might become a tree in its own right, we were enabled, each, the humblest of us, to claim the glory of being an immediate superior. Heaven bless the country that gave existence to the banyan tree, for it was that taught us, with its roots springing from above to begin new colonnades of growth, to hope that, even when we were at the outermost tip of things, we could establish fresh connections with the earth and become an entity to be considered.

While we were in the midst of these hopes and plans a new planet swam into our ken, and new discussions swallowed us up. The experts who set us worrying over immediate superiority and all that it involved



were forgotten when we were asked to declare ourselves as "sole supports" or not. The words bothered us a little at first with their suggestion of fallen arches and that sort of thing, but that feeling was superseded by another, which was one of awful dread. We heard in our dreams that voice that rang clear in the early days of the world—"Where is thy brother?" Surely we had overlooked him when we wrote ourselves down as the sole support of a widowed mother, father working only six days a week. And we did not counter, as did Cain, with "Am I my brother's keeper?" Oh, no! We were keepers of brothers, and sisters, and uncles, and aunts, and an aged grandmother, and a dog named Sport. It was surprising how far we made nine hundred a year go in the way of maintaining relatives.

The chief good that we derived from the consideration of the phrase, "sole support," was the knowledge that the Administration was mindful of us in all the small things of our life. Corporations are soulless—we know that because the papers tell us so—but Governments are full of compassion. The C.P.R. or the Bank of Montreal, callous-hearted money-makers, would never have thought of asking us about our deceased wife's sisters or our minor children. . . . What are minor children? Are they like minor prophets, mere flotsam and jetsam? . . . No, those institutions would have given their cash and left the dear undeparted in our homes alone. But a sparrow cannot fall in our household without the Government knowing, or caring to know, about it. We came together, employer and employee, on very intimate terms. It was the dawning of a new day we all felt, and, were it not for a certain uneasiness in regard to the confidence the Cabinet placed in our statements, all would have gone well. There was just a little of that insistent questioning on their part that you find in the case of the poet who badgered the little cottage girl about her household.

"You say that two at Conway dwell,  
And two are gone to sea,  
Yet ye are seven! I pray you tell,  
Sweet maid, how this may be?"

And again,—

"You run about, my little maid,  
Your limbs they are alive;  
If two are in the church-yard laid,  
Then ye are only five"

What a valuable member of a sub-committee to look after the allotment of the bonus was lost when Wordsworth died. I am sure that no underserving case would have passed with him on the board.

Now, while we are among the poets, I should like to quote a few lines for the benefit of the new minister in charge of Civil Service affairs—"the shepherd of the flock," as Sir George named him. We found a nursery rhyme for the Minister of the Interior last month. Surely our new minister should have one, too. How is this?

Little Boy Blue, come blow your horn!  
The sheep's in the meadow, the cow's in the corn!  
Where's the little boy that looks after the sheep?  
Under the haystack, fast asleep.  
Go and wake him. No, not I,  
Lest the little boy should cry.

Of course you are not to take these lines too literally, for there are really no haystacks on Parliament Hill under which one could take a nap, and we need not fear that the sheep will be allowed to stay many hours in the long grass of the meadow. But the last two lines are apposite, I think, at this stage of our history, for there is still a body of men among us holding the belief that civil servants should never try to wake up the Government even on Civil Service matters for fear of annoying them, antagonizing them, or making them sulky, as if the Cabinet were composed of little boy blues. "Lest the little boy should cry!" The year 1918 has carried us some distance along the lines of self-realization. There was a day when the Service was looked upon, and was content to look upon itself, as a cloistered society, taking what food, sleep and exercise as was set out for it, and obeying, as a matter of course, all rules and regulations prescribed by the Father Superior. Then came a doubtful twilight in which the members of the Service groped for each other's hands and began to whisper of their hopes and grievances. The twilight is giving place to the sun in its strength. "What have we in life to build on but this work and pay of ours?", said a civil servant to me the other day, speaking, of course, of material things. "Why, no one with the least sense of justice could complain of a man who made protests, and emphatic protests, concerning the things that affected his life and his family's

life more deeply than anything else." This is the new civil servant, and he was an old civil servant, too, and held one of the most responsible positions in the Service. He believes in waking Little Boy Blue and insisting on the said boy doing his work as thoroughly as the rest of the hired help.

Do you remember how we used to be warned not to express ourselves too strongly, in fact not to express ourselves at all. The attitude of Little Boy Blue to us in the old days was like that in the story of the timid guest at the hotel who had been seen by the manager filling her pitcher at the water cooler for four consecutive nights.

"Madam," he said on the fifth night, "if you would ring, this would be done for you."

"But where is my bell?" asked the lady.

"The bell is beside your bed," replied the proprietor.

"That the bell!" she exclaimed. "Why, the boy told me that was the fire alarm, and that I was not to touch it on any account!"

Our pitchers are pretty empty just now. A few bonus drops round us are falling. It is for the showers we plead. I went abroad the other day before Christmas to do some shopping. It was with a sad heart that I looked upon the toys that in other years could be bought for a dime—now costing a quarter. Woolworth, even Woolworth, had deserted to the enemy. And above the book-store counters I saw, or thought I saw, a sign that read—"A shilling in London, a dollar here." This is what we are up against. I sometimes wonder if, when we need our pitchers filled, we should not go straight to the fire-alarm box and pull—pull—pull. But you can't get anything by pull in the Service now. So there. Let us pray.

—CSFC—

—Samuel Gompers, president of the American Federation of Labour, speaking at a dinner of the Council on Foreign Relations in New York, said: "The American labour movement, as represented by the American Federation of Labour, is simply this: We believe in progress. We believe that all the fruits of the genius of the past ages and of to-day do not belong to any particular class—that they belong to every man who gives service to society and aids civilization."



Newsy  
Personal  
Notes

## MAINLY ABOUT PEOPLE

What we  
all are  
doing

### A Pioneer

The amazing rapidity with which the employment of women in the Civil Service has developed is emphasized by the death, last month, of one of the very first women who were ever so employed in Canada.

Charlotte Eliza Moore was born at Malta, in 1840, a daughter of Colonel McLeod Moore. Her father came to Canada in command of Imperial troops and was stationed in Ottawa. The daughter was here married to Colonel William Blood Gallwey of the Royal Irish Constabulary, the wedding proceeding from the barracks on Parliament Hill to Christ church.

Left a widow with two children and small resources, Mrs. Gallwey was given a minor position in the Civil Service in 1876, about ten years before women were appointed to clerkships as a regular thing. Mrs. Gallwey served for forty-two years and was, of course, the senior of all women civil servants in Canada.

Mrs. Gallwey's son, R. M. M. Gallwey, of the Northwest Mounted Police office, and her daughter both predeceased her. She was buried beside them and her late husband in Montreal on December 23.

—CSFC—

### Obituary

MACFARLAND.—At Nelson, B. C., on November 20, 1918, Madge Macfarland, of the staff of the District Engineer, Department of Public Works. Also, on November 22, a

sister of the above, daughters of D. A. Macfarland, of Nelson.

LALLY.—On November 29, 1918, Patrick Joseph Lally, of the Post Office Department, aged fifty-three years.

WHELAN.—On December 2, Matthew Whelan, of the Department of Public Works.

MYRAND.—On December 7, 1918, Caroline Williams, relict of the late J. B. Myrand, formerly postmaster of the Senate.

PALMER.—On December 12, 1918, E. B. Palmer, railway mail clerk, London District.

SNURE.—At Jordan, Ont., on December 12, 1918, Clarke Snure, aged 82 years. Mr. Snure's death occurred on the forty-ninth anniversary of his appointment.

DUNNETT.—In Chicago, on December 15, 1918, James Dunnett, formerly of the Department of the Interior, Ottawa.

VERNER.—On December 17, 1918, James W. D. Verner, of the Department of Agriculture, in his 73rd year.

MERRIFIELD.—At Niagara Falls on December 19, 1918, William Merrifield, of the post office staff.

MANNING.—At Brampton, on December 19, 1918, John Manning, aged 67 years, collector of Customs since 1880.

ANDERSON.—At Brockville, on December 21, 1918, Gladys W. Powell, wife of John C. Anderson and daughter of Dr. R. W. and Mrs. Powell, of Ottawa, and sister of Grant Powell, Department of Finance, and Capt. R. W. Powell, M.C., Department of Public Works.

—CSFC—

—A petition to Congress urging the levying of taxes on war profits, incomes and site values is being circulated by the Tax Reform Association, D.C. The failure to levy site-value taxes, says the petition, has the effect of placing a premium on the holding of valuable land out of use. Wealthy men can profitably hold immensely valuable land idle. Because there is no income from idle land, there is

Federal tax on it. After the war, when income-tax rates will have been reduced, the owner may sell the land and pocket a large share of the enhancement due to the war. The site-value tax is put out as illustrative of President Wilson's declaration that "The profiteering that cannot be got at by the restraints of conscience and the love of country can be got at by taxation."

FRASER.—On December 21, 1918, Margaret Elizabeth, wife of Allan J. Fraser (nee Margaret McMullin, of the Bureau of Statistics).

SULTE.—In Montreal, on December 21, 1918, Augustine Parent, wife of Benjamin Sulte, aged 77 years.

STEWART.—On December 21, 1918, Neil Stewart, aged 77 years; for fifty years in the Departments of Public Works and Railways and Canals.

—CSFC—

### Personal Mention

Sydney Arthur Staden, of the Department of Finance, was married on November 27, in St. Alban's church, by Rt. Rev. Bishop Roper, to Florence Mabel, daughter of the late Robert Lettice, of Victoria, B.C.

R. H. Campbell, chief of the Forestry Branch, has recovered from the effects of his serious accident and has resumed his official duties.

Sir Percy Sherwood ceased to act as Chief Commissioner of Police on December 14. A. J. Cawdron is in charge of the department, pending appointment of a successor to Sir Percy.

L. A. Lavoie, purchasing officer, and the staff of his branch, numbering about eighteen persons, will be removed from Ottawa to Toronto in consequence of the consolidation of Canadian National Railway staffs in the latter city.

Doris, daughter of Mr. and Mrs. C. F. Whitley, was married in England last month to Lieut. Gordon Perley, of the Forestry Corps.

### HONOURABLE MENTION

"Jack" Cadden and Gordon Rogers, two regular contributors to *The Civilian* each received "Honourable Mention" for poems submitted to the Finance Department in answer to an appeal for a patriotic poem to boost the Victory Loan. Mr. Cadden's contribution appeared in *The Civilian* of November.



His  
Majesty's  
Mails

# POSTAL JOURNAL

Postal  
Clerks'  
Forum

## SAVINGS OF A NOVICE

### Duck Hunting

As I finished signing the time book and was about to make my way to the locker-room, I was waylaid by my case partner, Squidge. "Brown," said he, "how would you like to go duck hunting? I have an invitation from a friend of mine to take over a nice little shack on Squaw lake; we can leave Saturday afternoon and be back Sunday night; the place is well supplied with good things to eat and drink—there are, as a matter of fact, a couple of bottles of forbidden fruit; now what's the word?" Any doubts which I might have entertained in regard to making the trip were dispelled by Squidge's reference to the bottles, and the word with me was, "I'll go."

How the sun shone and how beautiful all nature looked that Saturday afternoon as we got out at Mackenzie's Claim! While waiting for the waggon that was to take us some three miles into the woods, we sat on an old bench and drew in deep gulps of resinous atmosphere.

"Ah," said Squidge, "if our delegates could only get a few gulps of this atmosphere before being sent to Ottawa what an upset there would be in the Cabinet! Which reminds me that Red Headitor was telling me he got an answer to his circular, from Brantford and Kingston. Brantford writes:—

"Things have moved at a lively rate this year for the Civil Service, many real points being registered by the petitioning of the Government through our hard-working executives in co-operation with the Federation. The Service is but beginning to realize the mutual welfare to be derived by the Government and its servants through co-operation, no matter what exigencies are used to bring this about. The public is to be catered to at every opportunity, if success would attend our efforts; and with co-operation in vogue, this can well be done by the nature of the work carried on by the civil servants under the regime created by better working conditions.

"We cannot overestimate the great benefit and lasting good that may come to the Service if common sense and not theory is taken into consideration by the Board of Experts and the Commission in their reclassification. Nothing need be said with regard to the practicability of abolition of patronage.

"The Government showed only too plainly by their turning down of our first memorial the absolute need of a smooth-running organization, with every branch a true spoke in the wheel and a devoted group of executives forming the hub. What we need most is united effort of every branch, and to have this means a good live association and a Civil Service Federation with unrestricted power.—A.D.R."

By this time our conveyance had arrived and we commenced our journey through the woods. After taking in the scenery for a mile or two, I asked Squidge what Kingston had to say. Kingston's spirit was similar to that shown by Brantford:—

"Affiliation with labour finds its supporters here; through this could be gained the helping hand of a great number of Federationists, and the Cabinet Minister representing labour. This, we understand, was put to one side until after the war, and now, as the war is practically over, we think it should be rejuvenated and given a thorough going over by our executives.

"We, here, are glad to see that the merit system is being adopted in the United States. In Boston, Mass., the postmastership is to be filled by a senior man through competitive examination.

"Our small staff has been hit quite hard by the 'flu' epidemic, as many as nine men being absent at one time.—W. W."

"Do you know, Brown, there is only one thing lacking in our branches and that is a journal devoted to our cause."

"Ah! but how about *The Civilian*," said I.

"Well and good," returned Squidge, "but how many of the branches even

know of this publication, let alone subscribe to it? Now what I would suggest is that a number of sample copies of the January number be forwarded to Red Headitor and let him do a little canvassing. Here is something from Toronto which in part I consider a good argument for the branches to subscribe:—

"...our executive has pulled off something that has been lacking since our Association has been welded together—a publication devoted to the different phases of work taken up by the Association, to show for the members' benefit the originators of good workable schemes for the improved welfare of all clerks—something we must know before we can elect to office those who are doing the most...

"We are fortunate in having a publication like *The Civilian* and the aid its editorials and articles are giving to the Civil Service cause. We should give the publication more material which will enable it to increase the space now devoted to the Postal Journal. Editors naturally devote greater space to subjects which interest the majority of the subscribers. So, fellows, do not grow dissatisfied if the paper is not at present giving suitable space to our interests, but get busy and show by your subscriptions that the Outside Service appreciates *The Civilian* and the character and policy of its editorials.

"Therefore, fellow-members, let us all get together, work harder, play oftener together and remember when the amalgamation simmers down to what really counts, we are going to be one powerful organization and one we should be proud to belong to. Now three last words "Boost!" "B-o-o-s-t!!!" "B-O-O-S-T!!!"—P.D.

As Squidge finished the last "Boost", I had assembled our packs and we gazed at as pretty a sight as one could well imagine. A small gem of a lake set in one mass of fading foliage lay before us winding around a huge hill out of sight. We left the driver, and after a short walk along



a narrow trail came in view of the lodge, and it was not long before we were installed in our new surroundings and had made a nondescript meal of pork and beans, crackers, canned peaches, and tea. And then, seated before the cheerful warmth of the fireplace, we turned again to talking "shop."

"What do you think of the Amalgamation, Squidge", I asked.

"Well, I'll tell you, Brown, the way it looks to me. If all the branches had the same outlook, were all fighting for the same goal and had the same benefits to derive, the affiliation would be top-notch. Of course they have the same outlook and the rest, if they would look at it in the right way, for on their helping us with their support depends our helping them. But at any rate if they should break away, they are losers, not us. Now, I think myself when the smoke clears away and the acid test is applied, the crucible will hold the 'Old Brigade', that is to say, railway mail clerks, carriers and mail clerks; and, if it should come about, good luck to them. With these three the fight will always be for recognized mutual benefit and co-operation.

"Now to discuss one more problem: The expert, when he was down, made known to some of the clerks one or two of the things he intended recommending. Some of the fellows who have heard of the contemplated action are doing a lot of kicking in regard to certain parts; these parts I do not need to mention, and Red Headitor says, if they want their arguments voiced where it counts most, let them write it up and bring it before us all; but no, they'll say, 'why wasn't it written up?' Well, let them stand in front of a mirror and ask that question. Nobody has tied their hands or put restrictions on their tanks,—no, nor ink tanks.

The point I wish to speak of is restricting a senior sorter, outside of one of two of the maller departments, to a salary of \$1,200. Can you beat it? — \$1,200 to a man who has attained the rank of expert sorter, passed examinations and everything and has worked himself up to where finally he is of some real value to either one of the largest mail handling departments, only to find himself at a barrier of \$1,200. To go higher he must await the decease of a clerk in one of the higher graded departments, that or the withdrawal or resignation

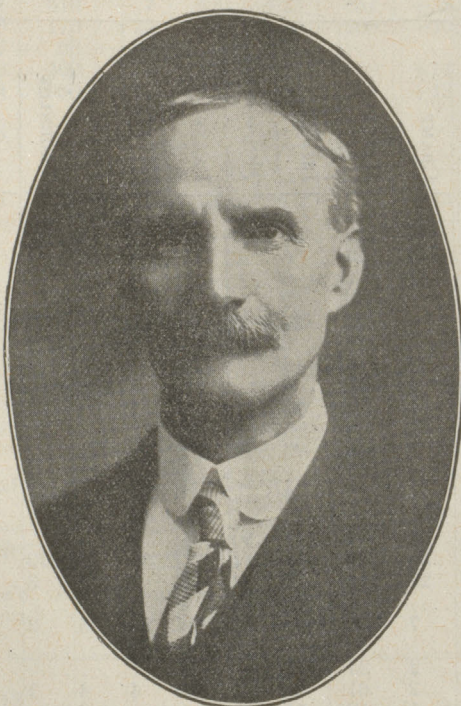
of a clerk on superannuation. This means that innumerable clerks will be held up indefinitely at all times, awaiting one of these three contingencies. Is it recognized that, taking Toronto for an example, 500 out 700 men are sorters? I am beginning to come to the conclusion that the experts have a very comical idea of relative value with regard to the work throughout the post office.

"Thank the Lord you've finished, Squidge", I said. And then out came the glasses and pop went the cork.

RED HEADITOR.

—CSFC—

### Hamilton Branch



JOHN A. WEBBER,  
Assistant Postmaster, Hamilton, Ont.

In the appointment of Mr. John A. Webber as assistant postmaster at Hamilton we have another instance of the application of the merit system as inaugurated by the Civil Service Commission. Mr. Webber was appointed to the staff on October 24, 1881, and has risen from junior clerk to almost head by efficient work, his standing in all departmental examinations being very high. For ten years before his present appointment he acted as superintendent of the office, filling the assistant postmaster's place, during the absence of Mr. Matthews, and while in these positions his courteous and prompt attention to

the needs of the public made him a host of friends in the business world. The appointment is very popular with those who have business dealings with the post office.

As to the staff, the appointment is equally popular, every man knowing that under Mr. Webber any grievance is sure of a fair hearing and a just decision in the matter involved.

## A GOOD PROPOSAL

### FEDERATION OF POSTAL EMPLOYEES

*by Affiliation*

*Letter Carriers, Post Office Clerks, and Railway Mail Clerks.*

#### Object

First, to impress upon the Government that Post Office salaries must be raised to a point in conformity with the increased cost of living.

Second, that salaries and allowances, East and West, shall be placed upon an equal basis for all Post Office employees.

Third, to submit to the Government, or to the Post Office Department, all general grievances and demands of Postal employees throughout the Dominion, indorsed by all Postal employees and not by sections as formerly.

#### LOCAL AFFILIATION

##### Meetings

1. Branches of the three organizations shall hold their meetings separately, as formerly; each shall elect its own local Executive Officers to deal with its own personal problems, such as individual injustice, working conditions locally, and all cases of discrimination, etc.

2. Mass meetings of joint bodies to deal with matters affecting the whole personnel of the Postal Service or any two branches thereof, or for purposes of social events, if desirable.

3. Where two or more branches of the Service are dealing with matters affecting their own personnel or the personnel of the whole locally, the decision shall rest with the Local Joint Executive. In the event of an appeal against such decision, said appeal shall be submitted to the Joint Dominion Executive, whose decision in all cases shall be final.

*Continued on page 74*



## Civil Service Association of Ottawa

### Election of Officers by Ballot

In accordance with section 9 of the constitution as amended at the last annual meeting, the election of officers for the present year was by ballot and was held on Tuesday, November 26.

A wide-spread interest was shewn

in the election. The number of persons voting was 5,359. The task of handling and counting the ballots by one committee was almost unprecedented. A total of 20,249 ballots were dealt with, of which 10,181 were "single transferable votes."

The results of the election by departments, as well as the distribution of votes under the single transferable system in the case of the Vice-Presidential and Secretarial election, are given in detail in the subjoined tables.

#### RESULTS OF THE CIVIL SERVICE (OTTAWA) ELECTIONS BY DEPARTMENTS.

In the case of the Offices of the Vice-Presidents and Secretary, only the results of the First Choices are given in this Table.

DEPARTMENTS.	President		Vice-Presidents (3)										Secretary				Treasurer	
	DRAKE	O'CONNOR	CRAMP	HARKIN	LISLE	MCDONNELL	PAYNE	PLANT	SMITH	THORNLOE	TREMBLAY	WITTHROW	IRVINE	LAWSON	RYAN	TULLY	LINDSAY	MACINNES
Agriculture.....	294	110	197	17	31	1	13	7	2	....	89	49	20	206	81	97	311	78
Auditor General.....	47	60	1	14	6	....	17	1	4	....	67	1	5	29	22	51	109	14
Civil Service Commission.....	14	23	1	2	2	....	....	1	1	....	31	....	1	4	10	22	26	9
Conservation Commission.....	16	4	....	6	2	....	6	....	....	....	6	....	....	9	4	7	15	....
Customs.....	138	109	8	45	33	2	108	6	7	7	30	3	22	75	99	49	195	46
Dominion Police.....	1	80	....	76	2	....	1	1	....	1	....	....	4	1	1	75	80	....
House of Commons.....	43	21	....	7	16	....	19	....	....	....	22	....	1	23	19	20	52	9
Immigration and Colonization.....	47	25	3	42	4	....	2	....	....	....	19	2	5	5	8	54	64	5
Indian Affairs.....	33	25	1	4	23	....	22	1	1	....	8	....	1	45	30	13	10	49
Inland Revenue.....	41	31	2	4	6	2	52	....	....	....	5	1	10	49	6	6	24	47
Interior.....	490	375	6	558	73	1	57	12	2	3	148	2	13	150	112	584	707	124
Justice.....	31	28	....	4	....	....	5	....	27	2	21	....	6	34	10	1	46	4
Labour.....	33	15	....	3	3	....	....	38	....	....	3	....	4	25	9	8	21	25
Library.....	3	6	....	....	....	....	2	....	....	....	8	....	1	....	7	2	7	2
Marine.....	65	18	1	1	4	50	5	1	....	....	23	....	3	34	17	25	45	31
Militia and Defence.....	490	474	35	89	118	11	75	30	2	272	223	8	641	54	130	63	811	128
Mines.....	82	60	28	42	11	2	23	6	4	3	22	3	7	40	36	21	115	19
Naval Service.....	83	129	....	1	178	6	9	....	....	....	23	....	16	32	321	29	52	147
Post Office.....	73	557	7	35	303	5	69	22	5	2	175	3	7	20	571	28	186	427
Public Archives.....	6	22	....	....	....	....	3	....	....	....	20	....	3	....	23	1	28	....
Public Printing and Stationery.....	27	66	2	34	15	....	9	....	....	....	31	....	6	4	66	17	45	39
Public Works.....	61	151	2	61	24	4	57	4	4	1	48	4	10	32	75	90	59	39
Railways and Canals.....	47	8	1	12	14	2	15	....	2	....	9	....	....	35	6	14	50	3
Royal North West Mounted Police.....	2	5	....	4	....	....	....	....	3	....	....	....	1	....	....	6	7	....
Secretary of State.....	12	9	2	10	2	2	2	....	1	....	4	....	2	11	9	....	18	3
Senate.....	12	5	2	5	2	....	5	2	....	....	1	....	5	2	8	2	12	3
Supreme Court.....	6	4	....	1	1	....	3	1	1	....	1	1	1	2	5	....	9	....
S. A. and A. P. Branch Assn.....	24	532	3	11	498	3	11	6	3	6	3	....	18	5	511	17	33	507
Totals.....	2,221	2,952	302	1,087	1,371	91	590	139	69	397	1,040	77	813	896	2,007	1,302	3,137	1,758

Officers elected:—President—Mr. J. G. O'CONNOR.  
Treasurer—Mr. G. A. LINDSAY.

For the election of the vice-presidents and the secretary the single transferable vote system was used; and, as this system is still new in this country, a description of the operations of determining the disposition of the votes cast in the vice-presidential election will be of interest.

Each valid ballot, of course, was marked with the figure 1 against the name of one of the candidates; which

meant that that candidate was the favorite choice of some particular voter. In addition to this, however, the figures 2, 3, etc., were invariably marked against the names of other candidates as alternative choices in the event of the first-choice candidate having either more votes than necessary for election, or so few as to have no chance of success.

The returning officers first sorted the ballots according to the first choices indicated on them. The ballots so marked for each candidate were then counted and entered on the return sheet as the "First Count." The total number of valid ballots cast was thus determined—in this case 5,163.

The quota—that is, the least number of votes necessary for election—



## RESULT OF VICE-PRESIDENTIAL ELECTION (Single transferable vote.)

No. of Votes: 5163. No. of Officers to be elected: 3. Quota =  $\frac{5163}{4} + 1 = 1291$

Name of Candidates	1st Count	2nd Count		3rd Count		4th Count		5th Count		6th Count		7th Count		8th Count		Elected
		Transfer of Lisle's Surplus	Result	Transfer of Withrow's Ballots	Result	Transfer of Smith's Ballots	Result	Transfer of McDonnell's Ballots	Result	Transfer of Plant's Ballots	Result	Transfer of Cramp's Ballots	Result	Transfer of Thornloe's Ballots	Result	
Cramp, T.M. ....	302	+ 3	305	+15	320	+22	342	+15	357	+16	373	-373	.....	.....	.....	2nd— Harkin. 1st.— Lisle.
Harkin, J.B. ....	1087	+ 5	1092	+ 7	1099	+10	1109	+ 8	1117	+52	1169	+58	1227	+119	1346	
Lisle, E. ....	1371	-80	1291	.....	1291	.....	1291	.....	1291	.....	1291	.....	1291	.....	1291	
McDonnell, F. ....	91	+ 2	93	+ 3	96	+ 6	102	-102	.....	.....	.....	.....	.....	.....	.....	3rd.— Miss Trem- blay.
Payne, J. L. ....	590	+12	602	+17	619	+ 7	626	+25	651	+38	689	+50	739	+46	785	
Plant, F. J. ....	139	+23	162	+ 8	170	+25	195	+10	205	-205	.....	.....	.....	.....	.....	
Smith, H.V.G. ....	69	+22	91	+ 2	93	-93	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Thornloe, R.C. ....	397	+ 3	400	+ 2	402	+ 5	407	+ 2	409	+14	423	+ 3	426	-426	.....	
Tremblay, M. ....	1040	+ 4	1044	+16	1060	+12	1072	+26	1098	+42	1140	+79	1219	+70	1289	
Withrow, F.D. ....	77	+ 6	83	-83	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Non-transferable papers. ....	.....	.....	.....	+13	13	+ 6	19	+16	35	+43	78	+183	261	+191	452	
Totals. ....	5163	.....	5163	.....	5163	.....	5163	.....	5163	.....	5163	.....	5163	.....	5163	

## RESULT OF SECRETARIAL ELECTION—(Single transferable vote.)

No. of Votes: 5018. No. of Officers to be elected: 1. Quota =  $\frac{5018}{2} + 1 = 2510$

Names of Candidates.	1st Count	2nd Count		3rd Count		Elected.
		Transfer of Irvine's ballots	Result	Transfer of Lawson's ballots	Result	
Irvine, W. ....	813	- 813	.....	.....	.....	Ryan elected
Lawson, V.L. ....	896	+ 166	1062	-1062	.....	
Ryan, J. H. ....	2007	+ 250	2257	+ 264	2521	
Tulley, C. J. ....	1302	+ 114	1416	+ 467	1883	
Non-transferable papers. ....	.....	+ 283	283	+ 331	614	
Totals. ....	5018	.....	5018	.....	5018	

E. LISLE,  
Secretary, Election Committee.

WALTER TODD,  
Returning Officer,  
Chairman, Election Committee.

was then determined by dividing the total number of votes cast by *one more* than the number of vice-presidents to be elected, and then taking as the quota the next whole number above the result of this division, *i.e.* 5163

$\frac{5163}{4} + \text{a fraction} = 1291.$   
3+1

(It will readily be seen that only 3 candidates can obtain 1291 votes out of a total of 5,163.)

As Lisle had obtained 80 more votes than were necessary for election, the next step was to distribute his surplus. There are two ways in which a surplus may be distributed—one way giving an extremely accurate re-

sult, the other an approximately correct result in a shorter time. In this case, as the surplus to be transferred was a very small proportion of the votes cast and would of necessity have very little effect in determining the final result, the simpler method was adopted, *i.e.* the 1371 ballots for Lisle were first thoroughly mixed, and then 80 ballots were taken from them indiscriminately and credited to the candidates marked on each as "second choice".\* This completed the Second Count.

As there were no further surpluses to be transferred, the next step was to eliminate the candidate lowest on the poll (Withrow) and to give his ballots to those indicated on them as second choice, or, in those cases where Lisle was the second choice, to the third choice. On 13 of these ballots no second choices were indicated, so they were entered on the return sheet as

\*Note.—It will be noticed that second choices were marked for each one of the other candidates; in a political election, however, it is highly improbable that second choices would be marked for candidates other than those of Mr. Lisle's own political faith.

Continued on page 74



## ORGANIZATION OF THE EXECUTIVE OFFICES OF THE

The Associate Director of Public Information has done a good work, one that much needed doing, by preparing the list of offices and officers given on these pages. It is to be hoped that this synopsis will be widely circulated and that all who have business with any of the Departments or commissions will keep it at hand for reference.

This table of offices and officers represents the nucleus of the whole Public Service. Around it are gathered in due order all the people who serve the people of Canada as a body and receive their reward in payments from the general coffers. Looked at, or rather looked through, in this way, the table is a suggestion of all the manifold and increasing services which the people of Canada are rendering to themselves and to the world.

It is a frequent subject of complaint that Canada is over-governed, that laws are too many, that administrative offices overlap and become burdensome, that officials multiply to the point of absurdity. This is a matter for the people themselves to consider; the service is theirs and the burden also. The business of public servants is not to press either for an increase of or a reduction in their own numbers, but to accept the duties laid upon them and to perform those duties to the best of their ability.

We have a right, however, to forecast the future as well as we can. Looking to the future of the Public Service, it seems manifest that the number of offices and of officers is certain to increase, not diminish. Canada must and will grow in population, and the newcomers will be as much committed to public burdens and as much entitled to the benefit of public services as those who are here now. It is a mere sum in the rule of three to figure that, if a certain number of people afford business for a certain number of officials, an increased number of people will necessarily mean more officials. But, besides this, the growing complexity of modern life means that public action is now needed where private action was formerly sufficient, or where no action at all was necessary. For instance, a new Public Service—perhaps a whole new range of departments—is immediately before us because of the coming of the airship. When the air was uninvaded, save by the very occasional and short-distance trip of the balloonist at the county or district fair, nothing happened except to the balloonist himself. But, with a whole army of trained aviators turned from war to peace, with new demands of business for speed and still more speed, and with hitherto undreamed of capital awaiting investment in new enterprises, regulation of the new traffic becomes as necessary as the regulation of traffic by land or water.

## AGRICULTURE

Minister—  
Hon. T. A. Crerar.  
Deputy Minister—  
J. H. Gisdale (acting).  
Accounting—  
W. A. Fraser.  
Agricultural Instruction Act—  
W. J. Black.  
Dairy and Cold Storage—  
J. A. Ruddick.  
Entomological—  
C. G. Hewitt.  
Experimental Farms—  
E. S. Archibald (acting).  
Fruit—  
C. W. Baxter.  
Health of Animals—  
F. T. Torrance.  
International Institute of Agriculture—  
T. K. Doherty.  
Live Stock—  
H. S. Arkell.  
Publications—  
J. B. Spencer.  
Seed—  
G. H. Clark.

## Canada Food Board

Chairman—  
H. B. Thomson.  
Secretary—  
S. E. Todd.

## ARCHIVES

Minister—  
Hon. Martin Burrell.  
Deputy Head—  
A. G. Doughty.  
Accounting—  
Miss M. Smith.  
Blindery—  
Wm. Pennington.  
Historical Publications—  
Adam Shortt.  
Indexing—  
F. J. Audet.  
Library—  
Miss M. Casey.  
Manuscript—  
Miss E. A. Smillie.  
Map—  
H. R. Holmden.  
Photography—  
G. St. Amour.

## AUDIT OFFICE

Auditor General—  
John Fraser.  
Asst. Auditor General—  
E. D. Sutherland.

## CIVIL SERVICE COMMISSION

Chief Commissioner—  
Hon. W. J. Roche.  
Commissioners—  
M. G. LaRoche.  
Clarence Jameson.  
Secretary—  
Wm. Foran.  
Administration—  
Miss E. E. Saunders.  
R. Patching.  
Examination—  
C. H. Bland.  
J. R. A. Baril.  
Organization—  
H. S. Dixon.

## COMMISSION OF CONSERVATION

Chairman—  
Sir Clifford Sifton.  
Deputy Head and Asst. to Chairman—  
Jas. White.  
Fisheries, Game, and Fur Bearing Animals—  
C. C. Jones.  
Forests—  
Clyde Leavitt.  
Lands—  
F. C. Nunnick.  
Minerals—  
F. D. Adams.  
Press and Co-operation—  
J. F. Mackay.  
J. Dixon, (Editor).  
Public Health—  
C. A. Hodgetts, M.D.  
Town-planning—  
Thos. Adams.  
Water and Water Powers—  
L. G. Denis.

## CUSTOMS AND INLAND REVENUE

Minister—  
Hon. A. L. Sifton.  
Commissioner—  
John McDougald.

## CUSTOMS SERVICE

Accounting—  
J. A. Ross (acting).  
Analyst—  
F. W. Babington.  
Appraising—  
J. A. Watson.  
Checking—  
W. J. McCaffrey.  
Correspondence—  
E. L. Saunders.  
Inspection—  
S. W. McMichael.  
E. S. Busby.  
Law—  
C. P. Blair.  
Records—  
T. A. D. Bliss.  
Statistics—  
R. M. Heintz.  
Supply—  
A. C. Bleakney.

## INLAND REVENUE SERVICE

Minister—  
Hon. A. L. Sifton.  
Deputy Minister—  
John McDougald.

## ARCHIVES

Minister—  
Hon. Martin Burrell.  
Deputy Head—  
A. G. Doughty.  
Accounting—  
Miss M. Smith.  
Blindery—  
Wm. Pennington.  
Historical Publications—  
Adam Shortt.  
Indexing—  
F. J. Audet.  
Library—  
Miss M. Casey.  
Manuscript—  
Miss E. A. Smillie.  
Map—  
H. R. Holmden.  
Photography—  
G. St. Amour.

## EXTERNAL AFFAIRS

Minister—  
Rt. Hon. Sir Robert L. Borden.  
Parliamentary Secretary—  
F. H. Keeler, M.P.  
Under Secretary of State for External Affairs—  
Sir Joseph Pope.

## International Joint Commission

Chairman—  
C. A. Magrath.  
Secretary—  
L. J. Burpee.

## FINANCE

Minister—  
Sir Thomas White.  
Deputy Minister—  
T. C. Boville.  
Accounting—  
J. G. Macfarlane.  
Currency—  
J. E. Bourke.  
Estimates—  
J. R. Forsythe.  
Librarian—  
T. H. Siddall.  
Taxation—  
R. W. Breadner.  
War Loans—  
J. C. Saunders.

## Royal Mint, Ottawa

Deputy Master—  
Jas. Bonar.  
Accounting—  
J. Roe.

## GOV. GENERAL SECRETARY'S OFFICE

Governor General's Secretary—  
Lt.-Col. The Hon. H. G. Henderson.  
Deputy of the Governor General's Secretary—  
A. F. Sladen.  
Registration—  
F. L. C. Percis.

## HOUSE OF COMMONS STAFF

His Honour The Speaker—  
Hon. E. N. Rhodes.  
Clerk of the House—  
W. B. Northrup.  
Sergeant-at-Arms—  
Major W. H. Bowie.  
Accounting—  
Lt.-Col. D. W. Cameron.  
Clerk of the Crown in Chancery—  
F. Chadwick (acting).  
Committees—  
E. P. Hartney.  
Distribution—  
R. B. Davidson.  
Editor of Hansard—  
T. P. Owens.  
Journals—  
R. P. King.  
J. R. E. Chapleau.  
Parliamentary Counsel—  
F. H. Gibson.  
Translation—  
D. L. Desautels.  
L. Gelin.

## INSURANCE

Superintendent—  
G. D. Finlayson.  
Actuarial—  
A. D. Watson.  
Civil Service Insurance—  
F. R. Crosby.  
Examination of Companies—  
A. N. McTavish.  
W. H. Gilliland.  
R. W. Warwick.

## IMMIGRATION AND COLONIZATION

Minister—  
Hon. J. A. Calder.  
Deputy Minister—  
W. W. Cory (acting).  
Superintendent—  
W. D. Scott.  
Canadian Exhibitions—  
Wm. Hutchison.  
Public Health—  
F. Montanbert, M.D. (Director General).

## INDIAN AFFAIRS

Superintendent General—  
Hon. Arthur Meighen.  
Deputy Supt. General—  
D. C. Scott.  
Accounting—  
F. H. Faget.  
Architects—  
R. M. Ogilvie.  
Indian Education—  
M. Benson.  
Lands and Timber—  
W. A. Orr.  
Records—  
G. M. Matheson.  
Surveys—  
S. Bray.

## INTERIOR

Minister—  
Hon. Arthur Meighen.  
Deputy Minister—  
W. W. Cory.  
Accounting—  
C. H. Beddoe.  
B. C. Lands, etc.—  
S. Maber.  
Dominion Lands—  
J. W. Greenway.  
Dom. Astronomical Observatory—  
Otto J. Klotz.  
Dominion Parks—  
J. B. Harkin.  
Forestry—  
R. H. Campbell.  
Geodetic Survey—  
N. J. Ogilvie.  
Geographers—  
J. E. Chalifour.  
International Boundary Commission—  
J. J. McArthur.

Irrigation—  
E. F. Drake.  
Lands Patents—  
S. O. Côté.  
Law Clerk—  
T. G. Rothwell.  
Mining Lands and Yukon—  
H. B. Rowatt.  
Natural Resources Intelligence—  
F. C. C. Lynch.  
Ordinance and Admiralty Lands—  
J. P. Dunne.  
Registration—  
H. B. Roberts.  
Secretary—  
L. C. Pereira.  
Stationery—  
D. F. Blyth.  
Survey Records—  
C. J. Steers.  
Timber and Grazing—  
B. L. York.  
Topographical Survey—  
E. G. D. Deville.  
Water Powers—  
J. B. Chailles.

## Dominion Power Board

Chairman—  
Hon. Arthur Meighen.  
Secretary—  
J. B. Chailles.

## North West Territories

Commissioner—  
Geo. D. Pope (acting).  
Secretary—  
L. DuPlessis.

## Soldier Settlement Board

Chairman—  
S. Maber (acting).  
Accounting—  
S. J. Willoughby (acting).

## JUSTICE

Minister—  
Hon. C. J. Doherty.  
Deputy Minister—  
E. L. Newcombe.  
Accounting—  
J. E. Naraway.  
Dominion Police—  
Sir Percy Sherwood.  
Eschequer Court of Canada—  
Chas. More (Registrar).  
Penitentiaries—  
W. St. P. Hughes (acting).  
Public Safety—  
C. H. Caban.  
Remission—  
J. D. Clarke (acting).  
Supreme Court of Canada—  
E. R. Cameron (Registrar).

## Internment Operations

Director—  
Maj.-Gen. Sir W. D. Otter.

## Military Service Council

Director—  
Lt.-Col. H. A. C. Machin.  
Secretary—  
Major T. D. Oulster.

## LABOUR

Minister—  
Hon. G. D. Robertson.  
Deputy Minister—  
F. A. Adand.  
Accounting—  
E. A. Thomas.  
Cost of Living—  
R. J. McFall.  
Labour Gazette—  
B. M. Stewart.

## LIBRARY OF PARLIAMENT

Parliamentary Head—  
Hon. E. N. Rhodes.  
General Librarian—  
A. D. DeCelles.  
Parliamentary Librarian—  
M. J. Giffin.

## MARITIME

Minister—  
Hon. C. C. B. Esau.  
Deputy Minister—  
A. Johnston.  
Accounting—  
A. Boyle.  
Agencies—  
A. de B. Tromp.  
Architect—  
C. F. M. Dugan.  
Contracts—  
G. H. Flood.  
Dominion Steamers—  
H. E. A. Hawes.  
Engineer—  
W. P. Anderson.  
Harbour Commission—  
A. R. Tibbits.  
Lights—  
J. G. Macphail.  
Medical—  
C. H. Godin, M.D.  
Meteorological Service—  
Sir R. F. Stupart, Ont.

## Pilots

B. F. Burnett.  
Records—  
J. E. McClelland.  
Registration of Ships—  
H. E. A. Hawes.  
Reports and Supplies—  
D. C. Campbell.  
Signal Service—  
V. F. W. Fomen.  
Steamboat Inspection—  
F. McDonnell.  
Wreck Commission—  
Capt. L. A. D.

## Lake of the Woods

Chairman—  
Hon. C. C. B. Esau.

## MILITIA AND MILITARY

Minister and President of Council—  
Major-General Sir C. Mewburn.  
Parliamentary Secretary—  
Hugh Clark, M.P.  
CIVIL  
Deputy Minister—  
Major-General Sir B. Brown.  
Accounting—  
E. F. Brown.  
Auditing—  
Lt.-Col. D. F. H.  
Censorship—  
C. F. Hamilton.  
Contracts—  
H. W. Brown.  
Printing and Stationery—  
E. E. Lemieux.  
Registration—  
H. N. P. Chasle.  
Secretary—  
C. L. Panet.

## MILITARY

Vice-President of Council—  
Major-General Sir C. Mewburn.  
Chief General Staff—  
Maj.-Gen. W. G. G.  
Acting Adjutant General—  
Maj.-Gen. E. C.  
Acting Quartermaster General—  
Maj.-Gen. J. L.  
Master General of Ordnance—  
Maj.-Gen. H. R.  
Paymaster-General—  
Brig.-Gen. J. G.  
Secretaries Militia—  
E. F. Jarvis.  
A. G. Lewis.

## Imperial Pensions

Officer in charge—  
W. Stockdale.



# Service at a Glance

## THE PUBLIC SERVICE OF CANADA AT OTTAWA.

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<b>MINE</b> Minister— Hon. C. C. Ballantyne. Deputy Minister— R. G. McConnell. Accounting— John Marshall. Publishing and Translating— M. Sauvalle. Mines— Eugene Haanel. Geological Survey— Wm. McInnes.	<b>MINES</b> Minister— Hon. C. C. Ballantyne. Deputy Minister— Geo. J. Desbarats. Accounting— L. J. Beaudouin. Correspondence— J. O. LeBlanc. Fisheries— E. E. Prince. Fish Culture— J. A. Rodd. Hydrography— W. J. Stewart. Records— R. E. Sneyd. Staff— S. H. Morris. Statistics— J. J. Cowie. Stores— J. A. Wilson. Tidal Surveys— Wm. Bell Dawson. NAVAL. Controller— Geo. J. Desbarats. Director— Admiral Sir C. E. Kingsmill. Naval Engineering— Eng. Com. T. C. Phillips. Radiotelegraph— Lt. Com. C. P. Edwards. Secretary— Staff Paymaster J. R. Hemsted. Staff— Com. S. H. Morris.	<b>POST OFFICE</b> Postmaster General— Hon. P. E. Blondin. Deputy Postmaster General— R. M. Coulter. Accounting— W. J. Glover. Annulments— S. T. Bastien. Dead Letter— G. J. Binks. Enquiry— H. E. Atwater. Mail Service— G. C. Anderson. Money Order— F. E. S. Grout. Postage Stamp— F. J. Lemaire. Postal Stores— Sidney Smith. Purchasing— J. H. Lewis. Railway Mail Service— B. M. Armstrong. Rural Mail Delivery— W. E. Bennett. Savings Bank— J. H. Fairweather. Secretary— W. A. V. Throop. Staff— B. M. Northrop.	<b>PUBLIC WORKS</b> Minister— Hon. F. B. Carvell. Deputy Minister— J. B. Hunter. Accounting— A. G. Kingston. Architect— R. C. Wright. Engineer— E. D. Lafleur. Telegraphs— D. H. Keeley. National Gallery of Canada Director— Eric Brown.	<b>RAILWAY COMMISSION</b> Chief Commissioner— Sir H. L. Drayton. Commissioners— S. J. McLean. Hon. W. B. Nantel. A. S. Goodeve. A. C. Boyce. J. G. Rutherford. Engineering— G. A. Mountain. Fire Inspection— Clyde Leavitt. Law— A. G. Blair. Operating— Geo. Spencer. Secretary— A. D. Cartwright. Traffic— Jas. Hardwell.	<b>SOLDIERS CIVIL RE-ESTABLISHMENT</b> Minister— Hon. Sir Jas. Lougheed. Deputy Minister— Lt.-Col. F. P. Healey. Director Medical Services— Lt.-Col. F. McKelvey Bell. Director Vocational Training— W. E. Segsworth. Commandant, Records and Discipline— Major C. G. Arthur, D.S.O. Accounting— A. J. Peel. Engineering— J. H. W. Bower. Publicity— C. N. Senior. Purchasing— W. E. Wilford. Secretary— E. H. Scamell. Board of Pension Commissioners Chairman— J. K. L. Ross. Secretary— Major S. B. Coristine.
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This is but an example. An indication of how this same force works for the extension of the Public Service is seen in the list of boards and commissions. Many of those bodies have been called into existence by the war, and some will go out with the adoption of terms of peace. But the war itself will leave a legacy for the people, the administration of which will call for the services of a great many officials for a generation, and some of these new boards have proven so helpful in war that the people will decide to continue their existence. Those latter will become regular departments of the Public Service, and the people who administer them will soon be quite indistinguishable from the rest of the Civil Service. Then there are entirely new fields of service that are still below the horizon but whose coming, like the sunrise, is known by the light they give in advance. There will be a League of Nations, and Canada will have its place in relation to that new world-wide organization. There will be extensions of administrative government as the result of the quickening of the public conscience and the enlightenment of the public mind. There will be a vast increase of trade through the opening to modern civilization of great world spaces hitherto barred by tyranny, ignorance or physical conditions. All these things foretell a great increase in the Public Service and closer relations between the public servant and his august master, the public.

It is almost certain that quite extensive changes in the form of the Service will be called for by pending developments. Already it has been found necessary to put the personnel of the Civil Service under one of the most powerful commissions in the whole list. But a more sweeping re-organization will be made when the whole broad question of efficiency is considered in the light of modern science. The Service as it stands to-day has grown as it might or must. This was unavoidable. But a continuance of this condition can be avoided, and must be avoided if the art of government is not to lag hopelessly behind the art of business. The new movement, when it comes, will mean the co-ordination of services in departments according to the logic of basic facts, with only modifications to allow for temporary conditions or the personnel of politics. The whole great machine will be re-adjusted, tried-up, made to work with less loss of energy and a greater output of practical results.

As this process goes on, we shall need new issues of the little directory here reproduced, and no doubt they will be furnished as desired. Meantime, here is a compendium of the Public Service as it stands, and all interested should consult it and be guided by it.

### INDEX OF BOARDS, COMMISSIONS, &c.

Advisory Council Scientific and Industrial Research  
(Dept. Trade and Commerce)  
Canada Food Board (Agriculture Dept.)  
Canada Registration Board (Privy Council)  
Dominion Power Board (Interior Dept.)  
Fuel Control (Dept. Trade and Commerce)  
Imperial Pensions (Military Dept.)  
International Joint Commission (Dept. External Affairs.)  
Lake of the Woods Technical Board (Marine Dept.)  
Military Service Council (Justice Dept.)  
National Gallery of Canada (Dept. Public Works).  
North West Territories (Interior Dept.)  
Pension Commissioners—Board of (Soldiers Civil Re-Establishment).  
Public Information (Privy Council).  
Royal Mint (Finance Dept.)  
Reconstruction & Development Committee (Privy Council).  
Soldiers Settlement Board (Interior Dept.)  
War Committee of Cabinet (Privy Council)  
War Purchasing Committee (Privy Council)  
War Trade Board (Dept. Trade & Commerce)



## CIVIL SERVICE ASSOCIATION

(Continued from page 71)

"non-transferable." This completed the Third Count. It became necessary to eliminate in turn Smith, McDonnell, Plant, Cramp, and Thornloe. This left only three candidates in the field, Harkin, Miss Tremblay, and Payne. Payne, being the lowest, was then declared defeated and the counting was at an end, the result of the election in order of seniority being as follows: Lisle, Harkin, Miss Tremblay.

It will be noticed that the successful candidates were in the same order through all the stages of the count, which affords additional evidence, if such were needed, that the result was in accordance with the wishes of more

than three-quarters of the electors.

In the election of the secretary the same procedure was followed; the quota in this case being a fraction more than one-half of the total votes polled. No candidate having the quota at the First Count, the lowest candidate (Irvine) was eliminated and his ballots given to the second choices marked on them. It will be noticed that a large number of these ballots were "non-transferable", indicating that many voters had "plumped" for Irvine, probably under the false impression that they were helping him by so doing. A large number of Irvine's ballots went to Ryan, but not enough to give him the quota. Lawson was then eliminated, with the

result that Ryan obtained the quota and was declared elected.

An analysis of Ryan's ballots as recorded on the return sheet shows that 2,007 voters desired him above all the other candidates, that 250 favoured him as an alternative (second choice) to follow Irvine, and that 264 favoured him, either as an alternative (second choice) to follow Lawson, or as an alternative (third choice) to follow Irvine and Lawson. It is clear, therefore, that the election of Ryan was more nearly in accordance with the wishes of the majority of the electors than the election of either of the other candidates would have been.

## CSFC

## POSTAL JOURNAL

(Continued from page 69)

*Conventions; Dominion Executive.*

4. Conventions of all three organizations to be held biennially at the same time and in the same city, such conventions to cover a period of four days, three days to be devoted to separate study by each organization of its own particular problems. The fourth day to be devoted exclusively to a mass meeting of the three conventions for the purpose of considering questions of general importance affecting or having a tendency to affect the whole.

5. Minutes of all three conventions to be read and approved by the Joint Convention before being adopted. This as a safeguard against the inclusion of any resolutions by any of the three bodies which might have a tendency to adversely affect any other branch of the Postal Service.

6. Joint Dominion Executive to be elected by and at the Joint Convention, such Convention to also fix the date and place of the next Convention.

*Expenses of Joint Dominion Executive*

7. Each organization shall contribute its quota of per capita tax necessary, such funds to be used exclusively by the Joint Dominion Executive in the fulfilment of the duties allotted to them from time to time.

*Rules Governing Affiliated Bodies.*

8. Each organization shall determine its own rates of remuneration exclusively without interference from any other body or the Dominion Joint Executive, and shall have the

undivided support of the other branches of the Service in respect to its demands.

9. Each organization shall fix its own per capita tax, and work under its own separate Constitution and By-laws subject to the conditions herein set forth and any agreement which may be made hereafter.

10. All other matters dealt with by any of the three organizations which may in any manner have a tendency to affect the working conditions, rights or privileges of any other of the affiliated bodies must be first submitted to the Joint Dominion Executive for approval. Decision of the Executive to be final on all such matters.

With reference to the foregoing it is recommended that the Dominion Executives of the three Dominion organizations meet in some city to be determined on at once to discuss and draft temporary rules pending the meeting in Convention of the three organizations.

## CSFC

## CALGARY BRANCH

Postal Clerks Patriotic Fund.

Balance Sheet for 1915, 1916, 1917, 1918.

## RECEIPTS.

Sept. 1915-16. ....	\$1,248 92
1916-17. ....	1,189 00
1917-18. ....	262 29
Interest. ....	32
Total. ....	\$2,700 53

## DISBURSEMENTS.

Calgary Patriotic Fund. ....	\$1,528 90
One bed Patricia Hospital	
Ramsgate. ....	50 00
Red Cross Society. ....	300 00
Red Cross Christmas Stock-	
ing Fund. ....	25 00
Prisoners of War Fund. ....	10 00
Servian Relief Fund. ....	137 50
Belgium Relief Fund. ....	212 50
British Red Cross Fund. ....	25 00
St. Dunstan's Hospital for	
the Blind. ....	27 00
Armenian Relief. ....	25 68
Books and Postage. ....	8 95
	<hr/>
	\$2,700 53

O. GOODE,

Secretary-Treasurer.

## CSFC

## Promotion Within The Public Service.

Mr. C. B. Burns, of the Department of the Interior, has been transferred to the position of Librarian of the Supreme Court, rendered vacant by the death of Mr. H. H. Bligh, K.C.

Mr. Burns is a graduate of Queen's University in Arts, and of Dalhousie University in Law, and is also a member of the Bar. He has been for twenty-two years a member of the Civil Service, having served both in the Yukon and at headquarters, Ottawa.



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*Established 1872*

HEAD OFFICE: HAMILTON

Paid-up Capital - - - \$3,000,000

Surplus - - - - - 3,500,000

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To-day, the Company operates actively in forty-two  
countries and upon five continents.

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nearly doubled; in the past twelve years they have more  
than trebled.

More than **170,000** of its policies are now in force for  
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amount carried by any Canadian life company.

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COMPANY OF CANADA**

Head Office - Montreal

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and Banner Condensed Milks**

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Malcolm Milk Products are popular everywhere.

They are rapidly becoming a staple  
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COMPANY, LIMITED**

**ST. GEORGE - ONTARIO**





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Raincoats.

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**GALT KNITTING COMPANY, LIMITED**

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*"Scotch Knit"*

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Warm, comfortable Gloves are a necessity for both outdoor workers and office men, and the Ballantyne Glove (Scotch Knit) has style as well as warmth and comfort, which makes it acceptable to both.

The Scotch Knit process, developed in the Ballantyne Glove, produces perfect fitting Gloves that defy the wind and cold.

Soft, comfortable Gloves of exceptionally smart appearance. They cost less than leather gloves and give real service.

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**LEATHER.**

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DEPARTMENT OF THE NAVAL SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.



The Royal Naval College is established for the purpose of imparting a complete education in Naval Science.

Graduates are qualified to enter the Imperial or Canadian Services as midshipmen. A Naval career is not compulsory, however. For those who do not wish to enter the Navy the course provides a thorough grounding in Applied Science, and is accepted as qualifying for entry as second year students in Canadian Universities.

The scheme of education aims at developing discipline with ability to obey and take charge, a high sense of honour, both physical and mental, a good grounding in Science, Engineering, Mathematics, Navigation, History and Modern Languages, as a basis for general development or further specialization.

Candidates must be between their fourteenth and sixteenth birthdays on July 1st following the examination.

Particulars of entry may be obtained on application to the Department of the Naval Service, Ottawa.

G. J. DESBARATS,

Deputy Minister of the Naval Service.

Ottawa, January 8, 1918.

Unauthorized publication of this advertisement will not be paid for.



# Federated Association of Letter Carriers

The affiliation of the Federated Association of Letter Carriers is an event of outstanding importance. This important event took place early in the month of December, and is an indication of the tendency of the times. This affiliation helps to round out the membership of the C. S. Federation of Canada so that the day may not be distant when the Service may speak with a united voice on subjects affecting all.



PIERRE MENARD,  
President Federated Association of  
Letter Carriers.

## Organization

The Association has 48 branches and is composed of members of the Letter Carriers' Service in the several cities of the Dominion of Canada, representing a membership of about 2,295.

## Classification and Duties

Experience has shown that the special nature of the Letter Carrier Service demands special treatment. His duties are multiple and comprise in part the duty performed by every other branch of the Service. To the public he is the Postmaster, the Register Clerk, the Letter Carrier. To the Post Office Department he is their Chief Agent of delivery, their Collector of Finance, their enquiry agent and their confidential adviser between the Department and the public. His duties are long, arduous, exacting, demanding that he be physically and mentally fit. Honesty he must have in full measure, as in all cases of lost or delayed matters, being the last man to handle such for delivery, he has to assume responsibility, though others make mistakes. The Department thereby places him in the position of a supervisor of all matter passing through his hands. Should his vigilance relax, where the mistakes of others escape him, he has to accept responsibilities and the consequences attached thereto.

## Promotion and Retirement

The physical strain of the work and mental concentration of mind unfit him for this class of work at an earlier age than men in any other department of the Post Office, or that of outside employment, and Letter Carriers should have promotion after 15 year's service in that capacity, to inside duties, or in lieu of no inside duties being available, they should have the privilege of being retired on the expiration of 25 years' service.

## Salaries

The Letter Carriers Association come into the C. S. Federation fresh from a collision with the Government over the question of pay. The maximum salary of a Letter Carrier under the schedule is \$939.00 per year and it will be readily admitted that it takes quite a number of the bonuses of the amount given by the Government to their employees to enable a man to support the average-sized household of five. The association was moderate in its requests, and success to a limited degree crowned its efforts. As in the case of other em-

ployees of the Government, the present remuneration is insufficient to adequately and efficiently maintain a family, and the whole question will have to be re-opened in the near future. The affiliation brings the C. S. Federation in closer touch with other salaried bodies in Canada as the F. A. of L. C. is affiliated with the Trades and Labour Congress.

The Letter Carriers are confronted with a problem similar to that engaging the attention of the other branches of the Postal Service, viz., a split between the West and East, and the loss of vital energy in all the three branches is fully understood. It is to be hoped the split will be healed before the Postal Service has to prepare representations to Parliament, as otherwise the employees will be at an enormous disadvantage on such an occasion.

The first president of the association was W. J. Mankey, of Toronto; and A. McMordie, the present secretary-treasurer, was first elected to that office in September, 1891; being a very good recognition of the valued services rendered by him.



A. McMORDIE,  
Secretary-Treasurer, Federated Association of Letter Carriers.



**Officers for year 1918-1919**

President—Pierre Ménard, Montreal.

Vice-President—W. A. MacDonald, Hamilton.

Secretary-Treasurer — Alex. McMordie, Toronto.

Second Vice-President, Ontario—H. W. Jacques, Chatham.

Third Vice-President—D. J. T. Chateauvert, Quebec.

Fourth Vice-President, New Brunswick—Thos Killen, St. John.

Fifth Vice-President, Nova Scotia—Jos. F. Day, Halifax.

Sixth Vice-President, Manitoba—W. C. Osborn, Winnipeg.

Seventh Vice-President, British Columbia—T. P. Cullen, Vancouver.

Eighth Vice-President, Alberta—Alex. D. Campbell, Edmonton.

Ninth Vice-President, Saskatchewan—Alfred E. Webb, Moosejaw.

Auditors for ensuing term—Bros. Cox, Reeves and Dilworth.

Delegates to Trades and Labour Congress for the several districts—No. 1, W. C. Osborne, Winnipeg; No. 2, H. J. Dilworth, Hamilton; No. 3, D. J. T. Chateauvert, Quebec.

The last convention of the association was held at Hamilton in September, 1918, and the 1919 convention will be held at Peterboro.

The following are the closing paragraphs in the report of the Executive presented at the Hamilton convention:—

We further recommend that all our local branches come into a working agreement or "affiliation" with the Post-office Clerks and Railway Mail Clerks by and through their respective local executives of the above-mentioned organizations.

We also recommend to this Convention that it be an instruction to all Branches to affiliate with their local Trades Councils, and that they bring their influence to bear on the other organizations of the service with this end in view.

The right to strike is as native as the right to revolution, no more and no less. There is but one preventive of strikes, alike in public and private employment. It is the same in revolution. Create conditions which will assure fair treatment to all represented and give the individual his chance to live and grow.

## AS A MAN THINKETH

"Two men he honours and no more: the toilworn craftsman who conquers the earth, and him who is seen striving for the spiritually indispensable." —*Carlyle.*

"It is a low benefit to give me something; it is a high benefit to enable me to do somewhat of myself." —*Emerson.*

"Our double are traitors,  
And make us lose the good we oft might win,  
By fearing to attempt."  
—*Shakespeare.*

"Can not is false, and that I dare not falser; I will not."  
—*Caesar.*

"Build thee more stately mansions,  
O my soul,  
As the swift seasons roll!  
Leave thy low-vaulted past!  
Let each new temple, nobler than the last,  
Shut thee from heaven with a dome more vast,  
Till thou at length art free,  
Leaving thine outgrown shell by life's unresting sea."

—*Holmes.*

"The sole end which is worthy of our labour is the search for truth. There is no doubt that first we must set ourselves to ease human suffering, but why? Not to suffer is a negative ideal and one which would be most certainly attained by the annihilation of the world."

—*Nordman, reviewing Poincare.*

"If I may speak of the objects I have had more or less definitely in view . . . they are briefly these: To promote the increase of natural knowledge, and to forward the application of scientific methods to all the problems of life, to the best of my ability, in the conviction, which has grown with my growth, and strengthened with my strength, that there is no alleviation for the sufferings of mankind except variety of thought and action, and the resolute facing of the world as it is when the garment of make-believe with which pious hands have hidden its uglier features is stripped off."

—*Huxley.*

### HON. MR. MACLEAN TO HAVE JURISDICTION

As *The Civilian* was going to press the officers of the Federation received the following letter from the Hon. Mr. Rowell:—

Office of  
President of the Council,

Ottawa, Jan. 11th, 1919.

*Personal.*

Dear Sir,—I am in receipt of your and Mr. Burling's joint letter of the 4th instant in regard to the appointment of the Honourable A. K. Maclean to have jurisdiction over matters affecting the Civil Service.

I would state in reply, that no statement was issued by the Government to the effect that Mr. Maclean was appointed to deal with the Civil Service bonus; in fact a statement was issued by the Government that the Press notice was incorrect. Mr. Maclean was appointed under Section 8 of the Order-in-Council of December 10th, which you quote in your letter, and the scope of his authority is defined by that Section.

Yours very truly,

N. W. ROWELL.

F. Grierson, Esq.,  
Box 484,  
Ottawa, Ont.



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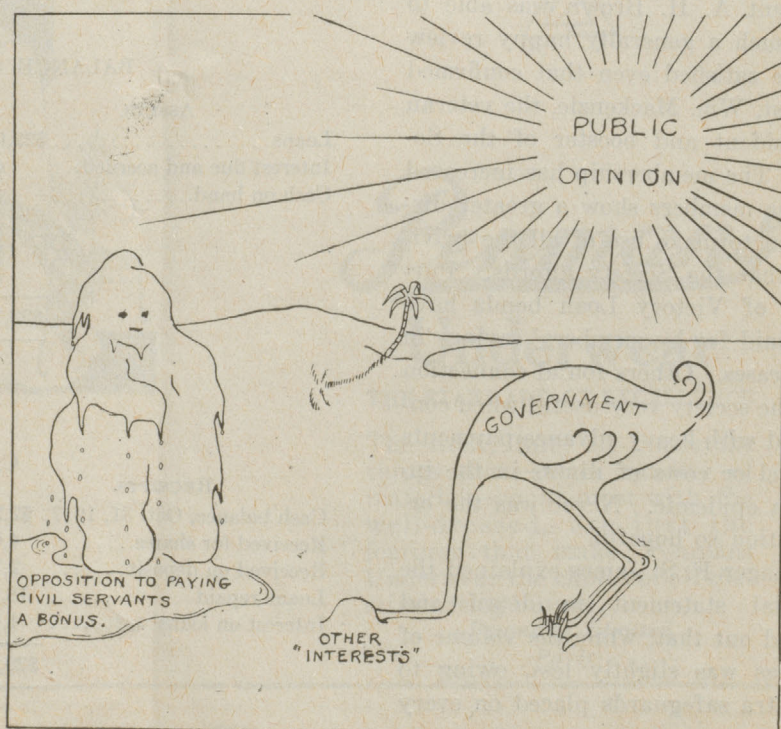
### The New Year's Resolutions

EVERY twelve months or so, as the New Year comes in, I lift one hand high and resolve "ne'er ag'in." The resolves I resolve are both varied and many. "Are they all kept?"; you ask, "No, I never keep any." But that's a mere trifle, of small import indeed; let's not bother with that, but take the word for the deed. I break new resolves as each old resolve goes, but continue resolving, as the following shows; (1) "I resolve, here and now, that for ever and ever, I'm through with the booze, and never, no never, will I drink wine or—" "What's that—would I care for a drink? Well, one shoot wouldn't do me much harm I should think." (2) Now tobacco is bad, makes one's heart action slow, so it with the booze in the discard must go. I swear and agree that the weed I will bar. "Will I smoke?" You insist! Well, I'll take a cigar." (3) And further than this, with all slander I'm through, naught of others I'll say except it be true. But take it from me I don't think much of Jinks. He's untruthful, he's careless and I'm told that he drinks. (4) That I should be heard being profane, time forbid! I resolve to stop swearing (damned near time that I did). But I make one exception, when my temper is mussed, the guy doing the mussing is going to be cussed. (5) Never more will I loaf at my daily task; never more will the boss have occasion to ask if I'm working because I resolve that it stands—"Would I care to sit in?" Sure I'll play a few hands. (6) Now, my steno and clerk are but human, I see. I resolve that with them very patient I'll be. When they make any errors to them I'll say naught, but if they don't toe the mark, then they'll hear "what is what." (7) I resolve I'll say "Yes dear" when my wife says "Here, Jock, go wind up the furnace and change the drafts on the clock. Just the same it's a hell of a life that I lead, I'm forever doing chores—why SHE won't let me read." (8) There's no need to waste—it's quite sinful as well, so I won't waste a thing—"Say, just how in hell can I wear this dress shirt when the pleat-

ing won't stay. There's but one thing to do, THROW THE DARNED THING AWAY. (9) Yes, I'll pay all my debts though I go without clothes, I believe that a man ought to pay as he goes. What's this, an account? "Please remit" does he say? Well, he'll grow old and weary if he waits till I pay. (10) Piking round with a jane that your friend thinks is it, is rotten bad form,— I resolve that I'll quit; that is, later on, for I promised Miss A I'd take her to dinner (she's my pal's fiancée). I make new resolves on the least provocation. I break said resolutions without hesitation. It's pleasing to me and it don't hurt you, ne'er the less I resolve with resolving I'm through.

But a postscript I'd add, since the above words were written I find I've been stung—I'm the goat—I've been bitten. Twenty odd years ago along with Jim Purvis I resolved come what might I would enter the Service. In the Service I've stayed resolving each year that thirty days hence you'd not find me here. Eighteen hundred's my salary so no bonus I got. I resolve no I won't what's the use....."

(Note.—Blackie Daw writes in to Wish *The Civilian* and *The Civilian* readers a Merry Christmas and a Happy New Year, though he says he cannot see how this will be possible with the high cost of living going up and no Bonus in sight. Says Blackie, "You may not believe it, but I have not been in the Service more than twenty-eight years, yet I get \$1,800—or my wife does—which is all the same to the Government. That last raise in the year—when was it anyway?—was the thing what "done it." When the Bonus was first talked about, I was going to borrow three or four of my neighbours' children for a few days, but it wouldn't have done a bit of good, and I hate the little brats anyway." If we judge from Blackie's letter, he had a real grouch about something. Maybe he didn't get any bonus; possibly his wife discovered that ten spot he had tucked away so carefully for a trip to Thurso—whatever the reason he certainly has massacred "The Laws of Resolution.")





# A Piece of Very Fine Financing

## Civil Service Savings and Loan Society Defies Hard Times

Unquestionably, the past year has been the hardest that the civil servants of Ottawa ever knew. Although they were not sharing in the prevailing high wages, they had to compete with more fortunate citizens in the market of high prices. Savings of better times had to be drawn upon and customary pleasures curtailed to a marked degree.

Under such conditions it would not be surprising to learn that a financial organization composed exclusively of civil servants and handling only the money of its members had suffered a serious decrease from its former prosperity. It is surprising to learn that, on the contrary, the Civil Service Savings and Loan Society showed better results from its transactions during the twelve months ended October 31, 1918, than for any previous fiscal year in its history.

Gratifying, indeed, were the reports presented at the annual meeting. President A. H. Brown was able to make such a generally happy review that he satisfied even that confirmed optimist, Wm. Mackenzie, the veteran ex-president and booster of the Society. The membership has increased and the members show a greater disposition to make use of all the privileges that the Society affords. Purchases of Victory Loan bonds have been paid for by members' savings in many cases. Others found connection with the society very useful when confronted with heavy advance payments for fuel or costs of illness in the influenza epidemic. Never was the organization so hopeful.

Manager F. S. James explained the financial statement in detail and pointed out that, while the volume of business was slightly less, owing to the extra safeguards placed on every

transaction, the gross profits were greater than before.

The usual additions were made to the Reserve and Provident Funds, a dividend of 5 per cent voted to shareholders and a further surplus carried forward.

The proud boast of never having lost a dollar in any account, loan or other transaction was renewed.

Very few changes were made in the list of officers and boards, the official personnel for 1918-19 being as follows:

*President*, A. H. BROWN.

*Vice-President*, J. E. MARION.

*Secretary and Manager*, F. S. JAMES.

*Board of Supervision*: E. S. Johnston, P. Marchand, W. C. Ronson.

*Board of Administration*: A. H. Brown, Chairman; W. A. Code, J. E. Marion, F. S. James, James Lawler, H. LeB. Ross, A. D. Watson.

*Board of Credit*: A. H. Brown, Chairman; J. Beveridge, J. A. Doyon, W. J. Glover, Ernest Green, Wm. Mackenzie, J. C. O'Connor, S. J. Willoughby.

The financial statement for the past year is as below:—

### PROFIT AND LOSS ACCOUNT

Interest on deposits.....	\$ 265.67	Balance, Oct. 31, 1917....	\$ 381.89
Expenses.....	325.05	Interest earned.....	1,782.23
Dividends.....	736.51		
Transferred to Reserve Fund	238.30		
Transferred to Provident Fund.....	119.15		
Balance, October 31, 1918..	479.44		
	<u>\$2,164.12</u>		<u>\$2,164.12</u>

### BALANCE SHEET, OCTOBER 31, 1918

ASSETS.		LIABILITIES.	
Loans.....	\$22,011.14	Shares.....	\$14,854.40
Interest due and accrued...	686.15	Deposits.....	5,435.26
Cash on hand.....	432.92	Dividend No. 10.....	736.51
		Reserve Fund.....	1,193.40
		Provident Fund.....	431.20
		Surplus, Oct. 31, 1918....	479.44
	<u>\$23,130.21</u>		<u>\$23,130.21</u>

### CASH STATEMENT

RECEIPTS.		DISBURSEMENTS	
Cash balance, Oct. 31, 1917	\$2,254.86	Shares withdrawn.....	\$7,202.16
Received for shares.....	4,674.10	Deposits withdrawn.....	4,242.90
Received on deposit.....	2,750.24	Loans made.....	17,372.42
Loans repaid.....	18,402.94	Expenses.....	325.05
Interest on loans.....	1,493.13	Cash balance, Oct. 31, 1918	432.92
	<u>\$29,575.27</u>		<u>\$29,575.27</u>



## A RESOLVE FOR 1919

*To conduct our business in a manner worthy of those who have journeyed across the seas and died upon the fields of battle that this great democracy might not be crushed under the heel of militaristic autocracy.*

*To nourish and protect our good will as the most valuable asset we possess.*

*To have the courage of our convictions and the will to "carry thru."*

*To strive to promote the welfare of the industry in general rather than to limit our endeavours to our own selfish interests.*

*To work faithfully to make our products the best that can be made and our name a mark of genuine worth.*

*To look forward with confidence into the future, in the certain knowledge that right will ever triumph over might and honest methods be the master over unfair competition.*

## Hooton Chocolate Company, Limited

Office - Factory 60-72 Duchess Street

TORONTO, ONTARIO.

Manufacturers of CHOCOLATE COATINGS, CHOCOLATE LIQUORS,  
SOLID CHOCOLATE CONFECTIONERY.



## Penmans Underwear

THE STANDARD OF EXCELLENCE

The little, but all-important things that—after quality of material—count most with the well-dressed, are just the features that make Penmans Underwear the choice of all discriminating buyers.

*Penmans Limited  
Paris*



*Jaeger*

Pure  
Wool

## XMAS GIFTS

Will give pleasure and comfort to your friends.  
A fitting gift to commemorate the

PEACE XMAS

Retail selling agents

*Miltons*  
*Limited*

326 St. Catherine St. W., - - - MONTREAL  
352 Portage Avenue, - - - WINNIPEG  
32 King St. West, - - - TORONTO  
707 Yonge St., - - - TORONTO

and from all Jaeger Agents in every town of importance  
throughout the Dominion



"British. Founded in England 1883"

**ACME**  
TRADE MARK

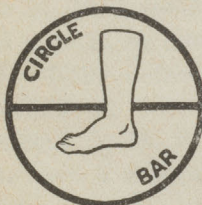
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if you would obtain maximum  
value when buying

Fine Dress Gloves  
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Hunting and  
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Our unqualified guarantee is behind every  
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**ACME GLOVE WORKS**  
LIMITED  
**MONTREAL**

Operating Tannery and five Factories



REGISTERED  
HOSIERY

IN  
CASHMERE  
SILK  
COTTON

For Men, Women, Children

Has that refinement of excellence which  
insures satisfaction as to appearance,  
durability and fastness of colors.

For sale by stores of good standing through-  
out Canada.

Getting Circle-Bar Hosiery means getting  
satisfaction.

**THE CIRCLE-BAR KNITTING CO.**  
LIMITED  
KINCARDINE, ONT.

**"HARVEY" BRAND**

High Grade Ladies' and Fine Underwear  
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Also Patent New Mode Style Combinations

BOYS' KNITTED JERSEY SUITS

**Harvey Knitting Co.**  
**WOODSTOCK,**  
**ONTARIO.**



The  
Collector of  
Comments

## Dominion Customs Association

The  
Unofficial  
Surveyor

(By Customs Associate Editor)

IT seems to me at this writing that the members of the D.C.A. should show some action in the matter of classification and re-organization of the Customs Service. It is true the special committee have prepared and presented a classification and salary schedule; but, unless strong representations are made by the D.C.A. on behalf of its members, we do not know to what extent the recommendations of the committee will be embodied in the report submitted by the Civil Service Commission to the Government for presentation to Parliament at the coming session. The Outside Customs Service is the branch of the old permanent Service that does not enjoy the benefits of statutory annual salary increases, and is therefore the lowest paid in the Service. In order to compensate for the lean years, the salary schedule should be considerably augmented, and, with this very desirable object in view, I think the D.C.A. should have a convention at an early date in order that the salary and other important questions affecting the welfare of its members should be dealt with in an effective manner. Parliament will likely be called early in February, so that we could have our convention about that time. I should like to hear from as many as possible as to their views on the above proposal. Address Customs Editor, P. O. Box 484, Ottawa, Ont.

### Classification

The members of the D.C.A. must realize that, if they want a proper classification, they have to be on the job, and not leave it altogether to the personal view of political chiefs, who will no doubt play the old game as far as they dare in the matter of placing their favorites in the "good things." Now is the time to justify our existence, as an organization, in the matter of bettering conditions for those in the Service who have suffered discrimination, and remove as far as possible the baneful influences that have held sway so long in the Public Service.

The new period of reconstruction which is in process of development

would be only an empty name to us if we did not share fully in the improved conditions which must follow the new order of things ushered in by the termination of the world war. But, on the other hand, we must show ourselves worthy to be members of the new democracy by being more efficient in the tasks given to us, and sharing in a greater measure the responsibilities thrust upon us. In this new year let us resolve to make it the very best in our history, and may it, in a particular manner, be to the members of the D.C.A., fruitful in good results following honest endeavour and faithful service.

### The Civilian

I am pleased to hear that the members of the D.C.A. are alive to their best interests, and subscribing to *The Civilian* as they never did before; but much more is needed, and I would again urge upon you the necessity of every live member of the Customs Service becoming a subscriber, and having done this, get out and canvass the other fellow who may not know of the work *The Civilian* has accomplished. Show him your copy, and make him realize that he is blind to his own interests in not being a subscriber to our magazine, which has done so much in the past, and will continue to battle for our rights regardless of the reactionaries who still refuse to learn the less that the civil servants are no longer a herd, but an army of public servants who realize their responsibilities as such, and are at the same time citizens of a new democracy, in which they expect to play their part as becomes them, and share in the better conditions which we all hope are near at hand.

### Bonus

To Bonus or not to Bonus,

That is the question,  
On whom is the onus

For such a reflection.  
Whether 'tis better in the mind to suffer,  
Or merely lie down like a common duffer,

To fight till all are treated alike,  
Which is another way of preventing a strike.

So stay with the game,  
And see it through,  
Then we'll get *all* the Bonus,  
Both me and you.

### Vancouver Customs Association

The annual meeting of the Vancouver Customs Association, held on November 29, was marked by much enthusiasm.

The plan of including a subscription to *The Civilian* for each member with each year's dues, as recommended by the Executive, was indorsed.

A committee was named to study and report on Bill 229, the Superannuation Bill brought up but dropped in 1914.

The sentiment of the meeting as regards the next step to be taken by the Federation in the event of the request for a Board of Arbitration and Conciliation being turned down by the Government was that the Federation should continue to press for same and use such forceful methods as may be found expedient to cause the granting of it.

The new slate of officers is as follows:

President, Robert Cosgrove, re-elected; Vice-President, Richmond Adam; Secretary-Treasurer, D. H. Elliott, re-elected.

Executive: Long Room, R. Maxwell and H. M. Dunn; Locker, J. Ker; Record Room, W. Green; Postal Parcels, E. M. Bradner; Examining Warehouse, Geo. H. Sweet, D. Darroch, F. Farrington; Wharf, J. Mulvaney, I. Mackay and R. A. MacLachlane; G.N.R. and C.N.R., P. Hart; C.P.R. Local, Wm. Coburn.

We have just had a visit from President Taylor and Secretary Burns. They addressed a splendid meeting here on the night of their arrival, at which they made a good impression and were well received. Afterwards they were shown about the various departments, where they met most of the boys personally and exchanged views. Then, accompanied by the



local secretary, they visited New Westminster, Victoria and Nanaimo, where they addressed meetings.

It is expected that the trip will result in a better understanding between the members of the various associations and the officers who speak for them, in the growth of the membership because of the aroused interest, and in an increased prestige to the whole organization in its presentation of matters to the heads of the department. The members of the staffs of the various ports have been able to discuss matters with their official representatives without the intervention of any correspondence.

It is planned to have a convention of the B. C. Customs men at an early date for discussion of problems affecting us and the suggested formation of a Provincial Association.

### ALBERTA BRANCH

Hon. President, H. C. Graham, Calgary; Hon. Vice-President, J. W. Shera, Edmonton; President, D. L. Murison, Macleod; 1st Vice-President, E. H. Crick, Calgary; 2nd Vice-President, W. V. Hessey, Lethbridge; 3rd Vice-President, J. F. Hunter, Calgary; Secretary-Treasurer, T. A. K. Turner, Edmonton.

#### The Recent Visit of President Taylor and Secretary Burns and other matters.

The long promised visit of the President and Secretary of the D.C.A. was unfortunately made at a time when the ban on meetings of any kind had not been lifted. By special permission of the Health Department, however, the members of the N.A.C.A. were enabled to meet in the Long Room and subsequently entertain their guests to dinner at the Royal George Hotel, ladies being present as a special compliment to the wife of Secretary Burns.

During the evening the two visitors gave addresses of great interest respecting the formation and working of the Association, a full report of which will probably be printed and sent to all the ports and outports. Both received careful hearing, and at the conclusion were accorded hearty votes of thanks and confidence, more

especially as they made many points clear that had previously been in doubt.

By special request of Messrs. Burns and Taylor the writer accompanied them to Calgary and Lethbridge, where equally successful meetings were held, and they were entertained both individually and collectively. The most pleasing part of these proceedings, to the writer's mind, was the spirit of co-operation prevailing after the members of the local branches had listened to addresses by the visitors, the only pity being that the outports were not represented at either city. However, the visit made it quite clear that Alberta has now an organization worthy of the province. During the visits to both Calgary and Lethbridge the delegates were besieged with questions, the majority of which were answered to evident satisfaction, while others were asking for a little more "inside" information.

During our visit to Calgary Mr. Taylor, Mr. Dauncey, the president of the Calgary Association, and the writer, called upon Mr. Tweedie, M.P., and thanked him for the interest he had evinced in Civil Service matters both in the House and amongst his parliamentary friends, and received the assurance that, if Mr. Dauncey would keep him posted, he would do all possible to further our interests. Incidentally, since returning to Edmonton, the writer has called upon Mr. H. A. Mackie, M.P., with similar result, and the additional satisfaction that this gentleman is shortly calling a meeting of civil servants, with a view to looking into their grievances before proceeding to Ottawa. Mr. Mackie was one of our supporters when the D.C.A. convention was sitting in Ottawa in the spring.

In view of the above facts it will be well if members of the Customs Service who are acquainted with Members of Parliament will get into touch with them and from time to time let them know how our affairs are progressing. The majority, I am sure, will be found sympathetic.

Of the many questions that will come before the Civil Service Federation, and subsequently the next session of Parliament, the two that appear to be uppermost in the minds of civil servants will be the superannuation question and the re-classification scheme. It will therefore be advisable to discuss these matters carefully be-

fore the Federation meets—possibly in January or early part of February—and, as it seems out of the question that we shall get together before April, it will be advisable to give any ideas on the subject in writing, so that should we call a special committee—as they are doing in Manitoba and other places—they will be able to deal with the case. Mr. Dauncey will take the matter up with his members. The idea is to get as good a classification as possible and have it adopted; but in the event of the Government not giving general satisfaction, then as Mr. Walker puts it, we may ask for an amendment for whatever changes are thought necessary.

Mr. Burns made it clear that all civil servants with their wives and families will be enabled in future to travel on Government roads at a single fare. The procedure entails a little time and patience at present, but it is the intention of the Executive to get his concession simplified, when doubtless it will be much appreciated.

That we may all enjoy the fruits of our labours in the coming year, and that you and yours will spend a Happy Christmas, is the sincere wish of

T. A. K. TURNER,

Secretary-Treasurer,

P.V.P., D.C.A.

### SASKATCHEWAN BRANCH

The annual meeting of the Saskatchewan Customs Association was held on Saturday, December 21, when delegates representing every Customs office from Prince Albert to North Portal, and Regina to Maple Creek were present.

The meeting opened promptly at 2.30, with President J. B. Shaw, Regina, in the chair. A. J. Taylor of Winnipeg and T. H. Burns of Ottawa, president and secretary-treasurer respectively of the Dominion Customs Association, to which the Provincial Association is affiliated, were also present. Much routine business was transacted, and resolutions affecting the better working conditions of the association were carried out during the afternoon.

Mr. Burns addressed the meeting at some length, relating in detail the work accomplished by the D. C. A.,



and emphasizing the need for support during the coming year, as much had to be done. He also spoke of the necessity of sending good representative delegates to the Dominion convention which will shortly be held in Ottawa.

At 6.30 an adjournment was made to the Royal George Hotel, where the local boys were the hosts of their out-of-town friends. After the repast the toast to the King was honoured, followed by a short speech by President J. B. Shaw, expressing appreciation and thanks to the Moose Jaw Association for their kindness in providing such a warm reception to the visitors.

Mr. A. C. Paterson, district inspector, in a few brief remarks thanked the local association for their kindly invitation, asking him to be present on such an occasion. It would be difficult, he said, to find the equal of the Saskatchewan Customs officers in any other province of the Dominion. It was indeed gratifying to find such a representative gathering together in such a noble cause as the uplifting service in general.

Upon re-assembling for business, Mr. Taylor, president of the D. C. A., spoke on the work accomplished by the Dominion Association, and urged upon all the need for co-operation to keep constantly in touch with the questions at issue.

At the close of the last speaker's address a hearty vote of thanks for their services in the past, also a vote of confidence in their future undertakings, were accorded to Messrs. Burns and Taylor, amid cheers.

Messrs. Burns and Taylor then bade farewell as they were due to leave Winnipeg. The reason for their being present on this occasion was that they were making a personal tour through the West in the interest of the D. C. A., thereby furthering the good feeling among its membership.

Several recommendations were then brought in for the coming Dominion convention, dealing with the reclassification of the civil servants of Canada, in accordance with the recent Civil Service Bill.

The election of officers for the ensuing year then followed. J. B. Shaw, Regina, and A. B. Stroud, Moose Jaw, were proposed for the office of president. After considerable discussion Mr. Stroud withdrew his name, so that J. B. Shaw was re-elected for a second term of office by acclamation. H. D. Titus, Moose Jaw, was the unanimous choice for the office of

vice-president. B. K. Horne, Saskatoon, was mentioned for the office of secretary-treasurer, but being unable to accept, J. S. Thompson, Regina, was elected.

Delegates for the coming Dominion convention were then nominated, resulting in J. B. Shaw, Regina, and H. D. Titus, Moose Jaw, being elected, with T. Jarrott, North Portal, and W. H. G. Beale, Prince Albert, as substitutes in the event of the foregoing being unable to go.

This brought the business of the second annual convention of the Saskatchewan Customs' Association to a very pleasant close.

—CSFC—

A war poem by one of the members gives a true ring to the welcome extended to the returned heroes, war-scarred survivors of the fight for world-wide liberty. (The writer modestly conceals his identity.)

### HEROES ALL!

Sons of a growing nation,  
Boys of a race well tried,  
Whose mothers, too, are heroes  
And girls their country's pride,  
Sound is the stock ye spring from,  
Sturdy the family tree,  
Raised in the sun and open  
Where the air is pure and free;  
Vigorous in your young manhood,  
Prompt in your country's need,  
You volunteered your service  
And proved your worth by deed.

By the side of war-scarred vet'rans,  
The choice of England's pride,  
Ye marched with never a laggard step  
Nor ever a look aside;  
With never a word of question,  
Tireless, fearless, true,  
You fought and marched and labour—  
A soldier's work to do. [ed—  
Right well ye saw your duty,  
Bravely your work was done,  
Till now the name of Canada  
Glow's bright below the sun.

G. W.

—CSFC—

—Examiners for the War Labour Board, after an exhaustive investigation of the corn-products plants at Argo, Granite City and Pekin, all in Illinois, and Edgewater, New Jersey, have fixed the minimum wage for boys and girls of legal working age at 35 cents an hour. The adult minimum wage for common labour of men and women is 45 cents an hour. The finding affects 45,000 employees.

### SMILE

Like a bread without the spreadin',  
Like a puddin' without sauce,  
Like a mattress without beddin',  
Like a cart without a hoss,  
Like a door without a latch-string,  
Like a fence without a stile,  
Like a dry an' barren creek bed  
Is the face without a smile.

Like a house without a dooryard,  
Like a yard without a flower,  
Like a clock without a mainspring,  
That will never tell the hour;  
A thing that sort o' makes yo' feel  
A hunger all the while—  
Oh, the saddest sight that ever was  
Is a face without a smile!

The face of man was built for smiles,  
An' thereby he is blest  
Above the critters of the field,  
The birds an' all the rest;  
He's just a little lower  
Than the angels in the skies,  
An' the reason is that he can smile;  
Therein his glory lies!

So smile an' don't forgit to smile,  
An' smile, an' smile ag'in;  
'Twill help loosen up the cords o' care  
An' ease the weight o' sin;  
'Twill help you all along the way,  
An' cheer you mile by mile;  
An' so, whatever is your lot,  
Jes' smile, an' smile, an' smile.

—CSFC—

### TOO BAD!

Prof. Piffle—"I see Etna is having eruptions again."

Mrs. Piffle—"Isn't that too bad? I don't see why her folks don't get her some of these lotions you see advertised."

—CSFC—

Government clerks who are paid \$1,800 a year have had their wages cut in two during the past two years because of increased living costs, declared United States Secretary of Commerce Redfield in his annual report.

—CSFC—

—Report comes from the Tokyo *Nichi-nichi* via the East and West News Bureau that the Japanese empire is in the throes of social unrest, and that not only the hunger-threatened element is the cause of it, but the middle class as well is becoming conscious of an intolerable depression.



*Equal Pay  
for Equal  
Work*

## What Our Women Are Doing

*In Honour  
Preferring  
One another*

### The Emergency Fund

The story of the Emergency Fund has been told so often that every civil servant must surely know about it. Certainly it is well known outside the Service; for the general public know of the expenditures made from the fund, even if they do not know the many details of the raising of the fund.

The Advisory Board representative of the Women's Branch, or some one to represent her, on the 15th of the month passes throughout her department the Emergency Fund box, asking men and women alike to drop in the odd cents of their pay cheque.

This collection has resulted in as much as \$1,800 being raised in one year and paid out to worthy war schemes. Almost all the bona fide schemes have received a contribution at one time or another, and, in order that every one might be satisfied, the collectors have always endeavoured to find out what particular war work the giver desired to have supported.

Lately the collections have fallen off a bit, but we think it necessary only to point out the matter in order to have it righted. Although the armistice has been signed, the war is not over yet by any means, and so many requests are being made for help along re-construction lines that it seems the best policy for the Service to pursue is to boost the Emergency Fund and so make appreciable contributions to the schemes having as their object the repatriation of our Allies in the devastated regions of Europe.

### Contributions From Various Departments From May 14th To November 14th, 1918.

Balance from 1917-18.....	\$60 58
Agriculture .....	56 12
Archives .....	3 25
Auditor General .....	66 27
Civil Service Commission .....	1 82
Commission of Conservation .....	8 12
Finance .....	81 82
Interior .....	83 06
Interior, Forestry Branch .....	3 30
Insurance .....	5 53

Immigration and Colonization...	225 30
Indian Affairs .....	10 40
Justice .....	10 55
Labour .....	1 85
Mines .....	4 39
Naval Service .....	14 77
Post Office .....	60 95
Public Works .....	26 95
Railways and Canals .....	20 60
Secretary of State .....	12 24
Trade and Commerce .....	59
Trade and Commerce, Census Br..	18 91

Total .....	\$777 37
Donations .....	11 00
	\$788 37

### DISBURSEMENTS.

Ottawa Welfare Bureau, 6 mos. at \$15.00 ..	90 00
Maintenance Red Cross rooms ...	5 00
Canadian War Contingents .....	100 25
Overseas Parcels .....	112 84
Merchant Marine Navy League of Canada ..	200 00
Knights of Columbus Huts .....	150 00
Navy League, Sailors Comforts..	100 00
	\$758 09
Balance .....	\$ 30 28
	\$788 37

The large contribution by the Department of Immigration and Colonization is attributable to the enterprise and efficiency of their advisory board representative, Miss Eleanor Ross, who from the very start of the fund has been one of its most enthusiastic supporters.

Not only has she succeeded in interesting all of her department in the scheme, but the immigration agent at Boston has taken a tangible interest in it and every month Mr. James Stahl forwards a goodly sum, which has been collected in his office.

It if should so happen that an emergency box is not passed around your branch, it is the reader's business to remedy this by communicating with our treasurer, Miss Fidelia Duhamel, at Queen 6680. Five cents a month from each civil servant would enable us to make large contributions to the many repatriation schemes in which we must all be interested.

### Christmas Parcels

A complete story of the Christmas parcels sent overseas by the Women's Branch will be told in a later issue. The parcels were sent early so that they reached their destination in good time. The following letter shows clearly how greatly at least one parcel was appreciated.

December 2nd, 1918,  
Monday, 2 p.m.

Dear Friends,—

Your lovely large box reached me on Saturday and I can assure you was a very great surprise. I was in bed ill with bronchitis owing to the foggy weather we have had for the past ten days, so your box was a source of enjoyment to me.

It may surprise you to know your clear candy was my greatest delight, as you cannot even buy a cough drop over here. So you really saved my life, as cod liver oil without a candy is just too awful. The tea I have just used in making cups for our poorly boys. I am on the jaw wards and the sights are too awful, eyes shot away, nose gone, and sometimes almost all one side of the face. No matter how ill they are, they always love a cup of tea.

The Oxo, I gave to a youth of nineteen who is still a baby and longs for nice things. The peanuts I am keeping to have a supper party for ward 10, mine, just fifteen beds, the most patient boys, all so young and so hopelessly disfigured. You see, I hope to sail for home the first week in January, so am having this little supper next week and nuts are impossible to buy here.

The dates I intend using in a pudding with custard, as they can only eat very soft food, so your eats will be appreciated so much. The salted almonds, chocolate candy and milk I have kept. The latter I shall use for sauce for the boys at Christmas, as milk is scarce here; but the three former I shall keep for myself and as I love sweets, do indeed appreciate your kind thought of me.

We hope to have a very happy Christmas this year, the last in hospital, I hope, for the poor laddies.



Thanking you all so very much and wishing you all a happy New Year and hoping to see some of you in Ottawa in January, February at the latest.

Sincerely,

LOU CHARLESON

—CSFC—

### Dr. Barbeau On Folk Lore.

At the December meeting of the Women's Branch, which was held in the Halcyon Club on the 17th, Dr. Barbeau delivered a most instructive and entertaining address on Canadian Folk Lore. Having but a short time at his disposal, the speaker was able to barely introduce the subject to his audience; but so ably was that introduction handled and so charmingly did Dr. Barbeau sing some of the Gaspé folk songs that all his listeners were most anxious that he should continue his lecture at some early date.

The musical numbers of the programme, which were rendered with excellent taste, comprised a piano selection by Miss Clarice Brodie and two vocal selections by Miss A. Denny, who was accompanied by Miss Beatrice Sanders.

Besides some committee reports, the business of the meeting included discussions on the Ottawa memorial to the soldiers and the need or advisability of having a community kitchen.

The Red Cross convener made an appeal for workers on the little garments to be made for destitute children in the repatriated countries of Europe. Everyone is urged either to come to the Red Cross rooms to work or else to take the work home.

The next meeting of the Women's Branch will be on Tuesday, January 21.

—CSFC—

### Miss Leonora Beer

Last summer when Miss Leonora Beer, a member of the Halcyon Club and the Women's Branch, left for service overseas as a V. A. D., she promised the executive to keep in touch with them and to let them know if anything could be sent from the branch to add to the comfort of the patients. As a result of the correspondence eight large boxes were packed by a committee with Miss Grace Reynolds as convener and sent to Miss Beer and the commandant at Red Cross Hospital, Grove Road, Balham, London. A letter has just

come announcing their safe arrival and expressing appreciation of the contents, which consisted of candy, nuts, raisins, figs, dates, currants, and candied fruits—all impossible to obtain in England.

Miss Beer is the daughter of Lt.-Col. L. H. Beer, and Mrs. Beer, of Charlottetown. Her father enlisted at the beginning of the war and took over the 140th Battalion, which he later commanded. While he was having active service in France, Mrs. Beer interested herself in Red Cross work in London, and Miss Leonora,



MISS LEONORA BEER,

(A Civil servant who is at present doing V. A. D. duty at Red Cross Hospital Grove Road, Batham.)

their only child, resided in Ottawa with her aunt, Mrs. W. W. Moore. While on service in the Department of Agriculture and later in the Department of Immigration, Miss Beer joined the St. John's Ambulance Brigade in July, 1917, and went overseas in July, 1918. Her present work consists of helping the Quartermaster of the hospital with stores, which comprise everything from food to boots and toothbrushes.

All her male relatives—something over fourteen cousins—are now or have been in khaki. The Branch wishes Miss Beer a safe return to the Service at Ottawa.

### Furniture paid for

So many of us object on principle to the sale or bazaar method of raising money that it went against the grain for the Halcyon Club members to announce a sale of Christmas gifts and tea on the 14th of December. The end has amply justified the means, for a thousand dollars was cleared from the one day's entertainment, and as a result the balance owing on the furniture has been paid off.

The house committee has every reason to be pleased that the liability has been liquidated within seven months of the opening of the Club and it now hopes to turn its attention to arranging attractive evenings at the Club without being handicapped by the idea of having to raise money.

In every respect the bazaar was a success. Not only did the Service support it whole-heartedly, but the women's organizations of the city were well represented. Lady Borden, who graciously opened the sale, visiting all the booths and evincing her pleasure in buying many attractive articles, expressed herself as gratified at being able to help along any event for the Halcyon Club, the work of which she highly approved. In the evening the Club was honoured by a visit from His Worship Mayor Fisher, who gave a short address on "Women's Work," which was greatly appreciated.

Those in charge of the different tables were as follows:—

#### Twenty-five Cent Table.

Miss Evelyn McCullough, Convener.  
Miss Katie Dunbar.  
Miss Edna Stowe.  
Miss Laurence Gray.

#### Fifty Cent Table.

Miss Eleanor Ross, Convener.  
Miss Edith Rogers.  
Miss Gertrude Ingall.  
Mrs. Godfrey Pinhey.  
Miss B. K. Dibblee.

#### Seventy-five Cent Table.

Miss Imrie, Convener.  
Miss McElroy.  
Miss Compton.  
Miss Briggs.  
Miss O'Doherty.



**One Dollar Table.**

Miss McCabe, Miss Keilty, Conveners.  
Miss M. Sayer.  
Miss M. Keilty.

**\$1.50 up Table.**

Miss M. Casey, Convener.  
Miss A. M. Hudon.  
Miss Arma Smillie.  
Miss M. Robertson.  
Miss M. Phelps.  
Miss F. McDonald.  
Miss J. McKay.

**Orange Tree.**

Miss Elsie McMillan, Convener.  
Miss Maude Elliot.  
Miss Eva Ramsay.  
Miss Maude Thoburn.  
Miss Bud Thoburn.

**Cashier.**

Miss Lusignan.

**Pocket Girl.**

Miss Garvie.

**Doll Table.**

Miss Agnes O'Farrel, Convener.  
Miss Elizabeth Cameron.  
Miss Stella Gillen.  
Miss Eulalia Gillen.  
Miss Lena Rock.  
Miss Hazel Campbell.  
Miss Mary McGreavy.

**Chinese Laundry.**

Miss Gertrude Wright, Convener.  
Miss Nora O'Brien.  
Mrs. Nettleton.  
Miss Hazel Black.  
Miss Mary Macoun.  
Miss Kathleen Rooney.  
Miss Byers.

**Fortune-telling.**

Miss Agnes Duhamel.  
Miss Marie Duhamel.  
Miss Nettie Hunter.  
Miss Jessie Low.  
Miss Leah Street.  
Miss Margaret Kneiwasser.  
Miss Nellie Orr.

**Raffles.**

Miss Fidelia Duhamel.  
Miss Beryl Inglis.

**Home Cooking.**

Miss Martha Turnbull, Miss Linda Putman, Joint Conveners.

**Committee:**

Miss Helena Courtney.  
Miss Grace Jeffrey.  
Miss Agnes Low.  
Miss Marjorie McIntosh.  
Miss Evelyn Neilson.  
Miss Marion Neilson.  
Miss H. L. Williams.

**Parcel Table.**

Miss Clarice Brodie, Convener.  
Miss Ethel Fetterly.  
Miss Rena Howe.  
Miss Doris Gamble.  
Miss Sadie Ryan.  
Miss Marion McCracken.

**Punch Board.**

Miss May Lyon.  
Miss Boreham.  
Miss Edith A. Grant.  
Miss Darcey.  
Miss Manchester.  
Miss Lander.

**Ushers.**

Miss Hazel Hill, Convener.  
Miss Kathleen McElroy.  
Miss Jane McElroy.  
Miss Jean Macaulay.

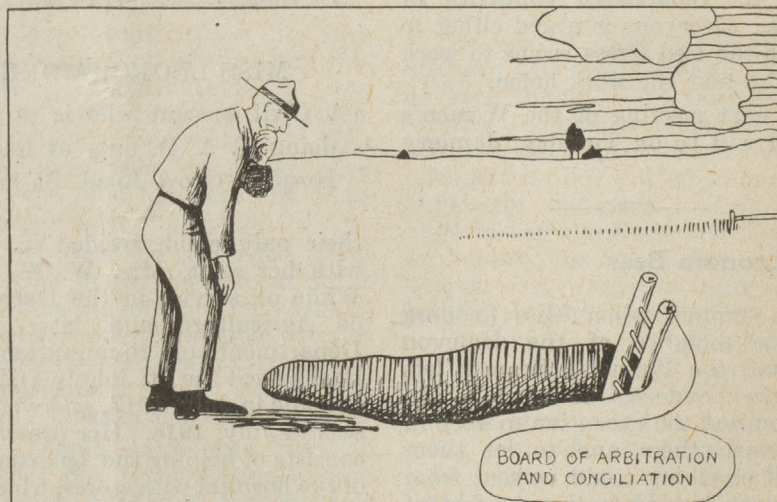
Miss Jean Mitchell.  
Miss Gilbert.

**Ice Cream.**

Miss Maude Burke, Miss Minnie Hickson, Conveners.  
Miss Ida Thompson.  
Miss Jessie Grant.  
Miss Esther Kincaid.  
Miss Lil. Hutchingame.  
Miss Florence Stone.  
Miss Jennie McNeil.  
Miss Helmer.  
Miss Gladys Stone.  
Miss Eva Nevins.  
Mrs. Hickson.  
Miss Anderson.

The Tea Room was in charge of Miss Mayme Troy, assisted by the following:—

Miss Grace Reynolds. Miss Raitt.  
Miss F. Loverin. Miss E. Riddell.  
Miss Maude Russell. Miss C. White.  
Miss McDonald. Miss M. Davis.  
Miss Margt. Russell. Miss C. McLean.  
Miss J. Parmalee. Miss E. Corbett.  
Miss M. M. Mitchell. Miss Wilson.  
Miss R. Parmalee. Miss Waterman.  
Miss Brown. Miss Lawlor.  
Miss Vaughan. Miss N. O'Regan.  
Miss M. C. McDonald. Miss M. McDonald.  
Miss Dalglish. Miss M. Bartlett.  
Miss R. Living. Miss M. Allison.  
Miss M. Daly. Miss G. Weegar.



Government: "I'm not in a hole. I never have refused to arbitrate."

Johnny Cannuck: "Well, you may never have refused to arbitrate, but it is rather lucky for you that your employees have offered you the ladder you shove down to others, and that it is long enough to get you out. You won't lose any more dignity climbing out than staying down. And the people of Canada won't begin laughing at you; — but they may stop."



Miss N. Rigby. Miss E. Halkett.  
Miss L. McDonald. Miss C. Wright.  
Miss Plunkett. Miss E. Govenloch.

**Orchestra.****1st Violins:**

Miss Hattie Joliffe. Miss Grace Hiney.  
Miss Ina Blackburn. Miss Idyl King.  
Miss Edith Young. Miss Amy Beattie.

**2nd Violins:**

Miss Mina Stewart. Miss Ethlyn Pope.  
Miss Bee Jarvis. Miss Eleanor Bryce.  
Miss Muriel Code.

**Viola:**  
Miss Marj. Armstrong. Miss Grace Bourne.  
**Cello:**  
Miss Katie Baldwin. Miss Lois Jarvis.

**Silhouettes.**

Mr. Dave Verner.

Besides the Executive of the Women's Branch and the Conveners of the various booths, the Convener of the House Committee had to help her:

Miss May Lyon.  
Miss Blanche Dibblee.  
Miss Alice Walker.

Miss Arma Smillie.  
Miss E. Curry.  
Miss Edith Rogers.  
Miss Hardy.  
Miss McIntosh.  
Mrs. J. F. Lyon.  
Miss Angela McDonald.  
Miss Leggett.  
Miss D. Doyle.  
Miss Landor.  
Miss Hazel Hayes.  
Miss Coughland.  
Mrs. Lovekin.  
Miss Agnes Kennedy.  
Miss Manchester.  
Miss Boreham.  
Miss Helmer.

**CSFC****PERSONALS**

The last list of appointments, promotions, etc., published by *The Civilian* was for the month of May. Some time ago the Civil Service Commission very kindly undertook to supply this information officially, and in this issue publication of these "Personals" is resumed beginning with the month of October. For the months of June, July and August the number only of appointments, promotions and transfers is given by departments. This leaves the month of September unrecorded in this issue.

*Record of Permanent Appointments, Promotions and Transfers June, July and August, 1918.*

Militia and Defence	3	4	
Naval Service	3	1	4
Post Office	78	724	2
Privy Council	1		
Public Works	9	14	
Railways and Canals	2	5	1
Royal Northwest Mounted Police	1		
Soldiers' Civil Re-Establishment			4
Soldier Settlement Board			4
Trade and Commerce	3	2	
Board of Pension Commissioners			3

202-791-31

### PERMANENT APPOINTMENTS, PROMOTIONS AND TRANSFERS DURING OCTOBER, 1918

(Furnished by the Civil Service Commission.)

**Appointments**

*Civil Service Commission:* J. W. Bourbonnais, 1F.  
*Customs:* Antonio Juteau, Excise Officer.  
*Justice:* F. J. Varcoe, 1B.  
*Naval Service:* Daisy Belle Hadley, Caretaker, Guysboro.

**Promotions**

*Agriculture:* J. A. Hurtubise to 3A.  
*Auditor General's:* Miss G. I. Cohoon, Miss F. I. McDougall, Miss J. I. McEwen, Miss J. Parmelee, Miss N. M. Vaughan, to 3A.  
*Customs:* W. J. Brown to Waterloo Distillery, C. W. Blethen to Deputy Collector at Halifax; Robert G. Purdy, Herbert Harford, to Appraiser; L. C. Lanouette to Senior Clerk; A. F. Caldwell to Senior Clerk.

*House of Commons:* Geo. A. Boudreault to Chief Messenger.

*Interior:* Grier Wyld to 1B, David Robertson to 2A; Percy Wilkinson, J. M. Larkin, J. B. Duhamel, Wm. P. Lochnan, Oscar Charron, R. B. St. George, J. F. Moran, to 2B; Henry Neville, Miss B. A. Busby, Miss Mabel Rogers, Miss C. M. Weir, Miss A. E. MacDonald, Miss H. N. Courtney, Miss Irene Kydd, Miss E. M. Stafford, Miss J. P. McJanet, Miss A. C. MacCormac, to 3A.

*Post Office:* At Ottawa,—S. M. Traynor to Chief Clerk, W. A. Cherry to 1B, Edward Cuddy to 2A; Eugene Bolduc, D. G. Fair, G. H. Boyce, S. C. Lyon, E. O. Needham, A. W. R. Moxon, A. C. A. Graham, Joseph Duhamel, Miss M. Hamilton, Miss D. M. Hoople, F. S. Fultz, W. J. A. Stewart, J. A. Caron, O. Sauve, L. J. D'Auray, Oscar Brazeau, W. Geo. McCullough, L. J. Gueguen, Miss A. H. McNicol, to 2B; Miss E. M. Roy, Miss D. B. Dupuis, Mrs. A. Carriere, Miss Eva V. Cox, Mrs. E. McEvilla, to 3A. At London,—Fred. C. Wilson to 2B. At Peterborough,—Claire H. Stuart to 2B. At Hamilton,—Wm. W. Phelan to 2B. At Montreal,—W. A. Dorion to 2A; Rene Larocque, Edward Gauthier, to 2B; Miss A. M. Ahern, Miss A. Freeland, to 3A. At Sherbrooke,—N. A. Hunting to 2B, Blanche Conture to 3A. At Quebec,—A. N. Angers to 2A; P. J. Monaghan, P. E. Girard, to 2B. At St. John,—H. C. Brown to 2A, Miss J. L. Long to 3A. At Halifax,—Wm. James Hodgins, L. A. Berrigan, Miss A. M. Murphy, E. P. Dowd, to 2B; Miss M. R. Kilduff, C. C. Peaké, C. H. Snowdon, to 3A. At Calgary,—Wm. McLaughlin, Herbert Cunliffe, John Seymou, Thos. Edwin Bell, Robt. Beggs Strange, Donald McKinnon, Wm. Earl Haley, Frederick Claude A. Clark, Arthur Taylor, Herbert Ralph A. Clark, M.

	Appointments	Promotions	Transfers
Agriculture	26	6	1
Auditor General	1	1	
Civil Service Commission	4		
Commission of Conservation	1		
Customs	4	5	2
External Affairs		1	
Finance		5	
Immigration and Colonization	1	5	1
Indian Affairs	3	2	
Inland Revenue	3	5	
Insurance	2	1	
Interior	17	7	5
Justice	6	2	
Labour	4		2
Marine	30	1	2



E. Lynch, Percival Smith McInnes, Harry Ripley, Thos. Henry Pollock, Frederick Markham Davies, Sydney Alex. Don, to 2B. At Victoria,—Arthur Robinson to 2B.

*Railways and Canals:* Wm. Thos. O'Regan to 1B, Charles P. Buckley to 2A.

*Secretary of State's:* Miss Beatrice Aubrey to 3A.

*Soldiers' Civil Re-establishment:* E. H. Scammell to Assistant Deputy Minister.

*Trade and Commerce:* A. E. Thornton, A. J. Pelletier, S. Durantel, to 2A; Miss M. L. Griffith to 2B.

### Transfers

C. W. Baxter from Outside to Inside Service, Agriculture. Miss A. M. Slinn from Agriculture to Interior. Thomas M. Lane from Outside to Inside Service, Customs. G. R. MacQueen from Outside to Inside Service, Post Office.

—CSFC—

### PRINTING BUREAU ECONOMICS.

*The Civilian* has been furnished with the following official figures covering certain departments in the Printing Bureau:—

The mechanical staff of the Printing Bureau includes the linotype operators and pressmen who are unionized and draw wages under an agreement which calls for the payment by Government of a wage equal to the average received for similar work in Toronto and Montreal.

For administrative purposes the following other sections of the Printing Bureau are placed in the mechanical branch: (1) the bindery girls, (2) the proof-readers, and (3) the electricians, carpenters, machinists, etc. These employees are not unionized, and, with the exception of the girls in the bindery, they draw wages bearing only a partial relation to wages paid for similar work outside.

It may, therefore, be stated that administrative inclusion in the mechanical staff branch *has not* involved participation by all in the agreement as to the wages to be paid to the unionized portions.

When the \$250-\$150 bonus was granted to the low-salaried civil servants it was decided that this could not apply to employees whose rates

of pay were covered by the agreement mentioned, and a special Order-in-Council was passed granting a bonus of \$2.00 a week to most of the employees grouped within the mechanical staff. The exception was the girls in the bindery, who received half of the above amount. Thus all of the mechanical staff branch employees, unionized and not, failed to share in the larger bonus of \$250 and \$150 given to the girls in the distribution department, for example, and to other employees of the Printing Bureau.

It may therefore be stated that administrative inclusion in the mechanical staff branch *has* involved participation in the extension to all, irrespective of wages received, of a bonus calculated for men on or near the union scale.

### The Bindery Girls.

The girls in the bindery have all been in the employ of the Government for a sufficient length of time so that the lowest salary received is \$6.50 per week, the wages paid being \$6.50 to \$10.00 per week, instead of \$4.00 to \$10.00 provided for by the wage schedule which has been used in the various communications of the Civil Service Federation. The average weekly salary received by the girls in the bindery is \$9.64, and promotion to the \$10.00 a week rate, which is enjoyed by most of the girls, depends upon the creation of a vacancy at one of the machines. The number of girls at the different salaries is as follows: 122 at \$10.00, 1 at \$9.50, 29 at \$9.00, 10 at \$8.50, 3 at \$8.00, 2 at \$7.00, and 1 at \$6.50. (The average of \$9.64 per week equals \$501.28 per year, while \$9.48 has been authoritatively stated as the amount necessary to allow even a single woman to live in decency.)

The girls in the bindery were given a special bonus of \$1.00 a week, retroactive to April 1, and subsequent investigation has shown that with this addition to their salaries they now receive an average salary 24 cents per week higher than the combined average and bonus received by the 359 girls in the 23 Toronto establishments which have been investigated; and cents per week higher than the average salary of the girls in the Montreal establishments which have been similarly investigated.

### LAST FIGHT OF THE MARY ROSE.

#### A British Naval Episode.

*The following story of how the little Mary Rose, a British destroyer, went down with colors flying, when, in October, 1917, she fought against overwhelming enemy forces, has been compiled from official sources:*

The Mary Rose left a Norwegian port in charge of a westbound convoy of merchant ships in the afternoon of October 16, 1917. At dawn on the 17th flashes of gunfire were sighted astern. The Captain of the Mary Rose, Lieut. Commander Charles Fox, who was on the bridge at the time, remarked that he supposed it was a submarine shelling the convoy, and promptly turned his ship to investigate. All hands were called to action stations. The Mary Rose had increased to full speed, and in a short time three light cruisers were sighted coming toward them at high speed out of the morning mist. The Mary Rose promptly challenged, and, receiving no reply, opened fire with every gun that would bear at a range of about four miles. The German light cruisers appeared to be non-plused by this determined single-handed onslaught, as they did not return the fire until the range had closed to three miles.

They then opened fire, and the Mary Rose held gallantly on through a barrage of bursting shell until only a mile separated her from the enemy. Up to this point the German marksmanship was poor, but as the British destroyer turned to bring her torpedo tubes to bear a salvo struck her, bursting in the engine room and leaving her disabled, a log on the water. All guns, with the exception of the after one, were out of action and their crews killed or wounded, but the after gun continued in action, under the direction of Sub-Lieutenant Marsh, R. N. V. R., as long as it would bear. The Captain came down from the wrecked bridge and passed aft, encouraging and cheering his defeated men. He stopped beside the wrecked remains of the midship gun and shouted to the survivors of its crew: "God bless my heart, lads, get her going again; we're not done yet!" The enemy was now pouring a concentrated fire into the motionless vessel. One of the boilers, struck by a



shell, exploded, and through the inferno of escaping steam, smoke, and the vapor of bursting shell came that familiar, cheery voice: "We're not done yet."

As the German light cruisers sped past, two able seamen, (French and Bailey), who alone had survived among the torpedo tubes' crews, on their own initiative laid and fired the remaining torpedo. French was killed immediately and Bailey badly wounded. Realizing that the enemy had passed ahead, and that the four-inch gun could no longer be brought

to bear on them, the Captain went below and set about destroying his ciphers. The First Lieutenant (Lieutenant Bavin), seeing one of the light cruisers returning toward them, called the gunner (Mr. Handcock) and bade him sink the ship. The Captain then came on deck and gave the order "Abandon ship." All the boats had been shattered by shellfire at their davits, but the survivors launched a Carley raft and paddled clear of the ship. The German light cruiser detailed to administer the coup de grace then approached to within 300

yards and poured a succession of salvos into the already riddled hull.

The Mary Rose sank at 7.15 a.m. with colors flying. The Captain, First Lieutenant, and gunner were lost with the ship, but the handful of survivors, in charge of Sub-Lieutenant J. R. D. Freeman, on the Carley raft, fell in some hours later with a lifeboat belonging to one of the ships of the convoy. Sailing and rowing, they made the Norwegian coast some forty-eight hours later, and were tended with the utmost kindness by the Norwegian authorities.

—CSFC—

### DOMINION CIVIL SERVANTS ASSOCIATION OF BRITISH COLUMBIA

#### Monthly Meeting.

The Dominion Civil Servants Association of British Columbia held its regular monthly meeting in the Orange Hall, Vancouver, B.C., on Nov. 29. There was a good attendance, and the whole evening was taken up with discussions in the interests of the civil servants, and the Service generally.

It was moved that a letter be sent to the Minister of Justice, (in connection with his ruling on the Public Works Department) asking him "What paid servants of the Government are employees under the Act, and What paid servants of the Government are not employees under the Act."

A resolution was also passed to be sent to the Minister of Public Works, requesting that members of his department be put on the same level as the other departments, or that they be paid the difference between their present salary and the Union wage, to date from the first of April last.

A very interesting address was given by Mr. S. March, and Mr. A. M. Scott also said a few words.

During the evening two members of the Service from New Westminster, B.C., visited us and spoke at length on matters affecting us at the present time. They both were of the opinion that the Service was divided too much, in having so many different associations, and they believed that before long we should have to unite as one large body of the same federation.

A letter was read from the local

members of Parliament, stating that they were behind us in anything in reason, also that they would especially take up the matter of the Public Works Department.

—CSFC—

### HOW TO APPLY THE SPOILS SYSTEM

*(Issued by the National Civil Service Reform League of the United States.)*

#### I

**T**HERE is a widespread impression that the Spoils System cannot be applied successfully to private business, but that it is peculiar to public business. The assumption cannot be too strongly denied, though it must be admitted that the application of this delightful inefficient method of filling offices is not accomplished outside the Government service without some difficulty.

By following the suggestions herein laid down, however, almost any resourceful office manager can make his office an object of envy to all but the most expert politicians.

#### II

Let us suppose you are made manager of a large office which has been operated entirely on the merit system. You desire to change over to the spoils system as expeditiously as possible.

The proper thing to do at the outset is to fire the whole office force. It is an inheritance from the former manager. The employees, of course, are loyal to the old manager, and you want men and women in their places whom you can trust.

The highest office vacant is that of assistant manager, and the proper thing is to place in it some personal friend out of a job. If he knows nothing about the business, so much the better, as he will then not attempt to interfere with your plans.

If your father has retired from business because of old age or ill health, you may make him your chief clerk. There probably is a three thousand dollar salary connected with this position, and it would be a sinful waste to give it to a total stranger.

When you have exhausted the list of your sisters and your cousins and your aunts and have placed all the needy ones in good jobs, you may find there are still some vacancies. These can be distributed among your wife's relatives.

The money is thus kept in the family.

#### III

Now for the real work of the office. You cannot expect your relatives and friends to know anything about the work. They are there because of their loyalty to you. For the humdrum duties of selling and bookkeeping you get a force of trained salesmen, stenographers, clerks, etc. Perhaps you discover that you were a little hasty in discharging the old manager's help, but doubtless you can get them back. They will be valuable because of their experience.

You will now find that the office runs almost as well as ever at only about three times the cost.

You and your friends and your wife's relatives will have practically nothing to do but figure out what you are going to do after the quarterly balance sheet is made up and your employer begins to look for a new manager.



—The United States Public Health Service, Washington, D.C., is issuing a series of free pamphlets explaining its campaign against venereal diseases and presenting the facts of sex in a wholesome manner.

—CSFC—

—The Consumers' National League at Washington, D.C., is calling upon the people to enlarge its membership force, and enable it to make effective demand upon Congress to "take taxes off consumers and make land speculators pay all."

—CSFC—

—In friendly advice to American industry, Secretary of Commerce William C. Redfield, in an address at the Reconstruction Congress of the United States Chamber of Commerce, suggested that it "beware of the temptation hastily to lay rash hands upon wages."

—CSFC—

—Two-thirds of the world's railways, nine-tenths of its telephones and practically all of its telegraph wires are now under public ownership or control, according to statistics recently compiled by Harry Laidler and published as a bulletin by the Public Ownership League of America, Chicago.

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Passenger and Freight Cars  
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TRANSPORTATION BUILDING  
MONTREAL

ESTABLISHED IN 1832

### The Bank of Nova Scotia

Capital Paid Up: \$6,500,000

Reserve Fund: \$12,000,000

Total Assets over \$120,000,000

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The rich chocolate coating is delicately flavored to harmonize with the flavor of the center. An unusually delightful Assortment.

### Ganong's Chocolates

"The Finest in the Land"

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Bridges and Structural Metal Work  
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Plates, etc., in stock

MONTREAL, P.Q.

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Limited

### SWEATERS

DE LUXE

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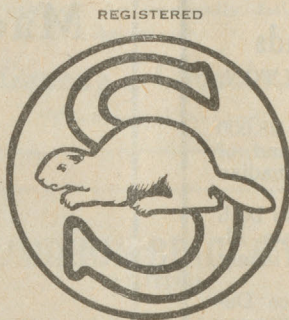
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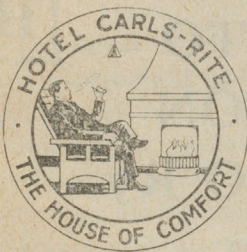


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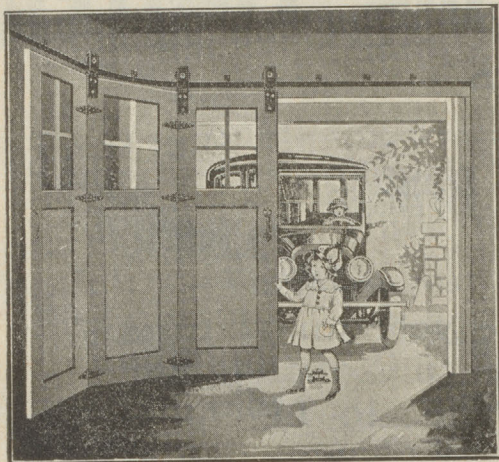
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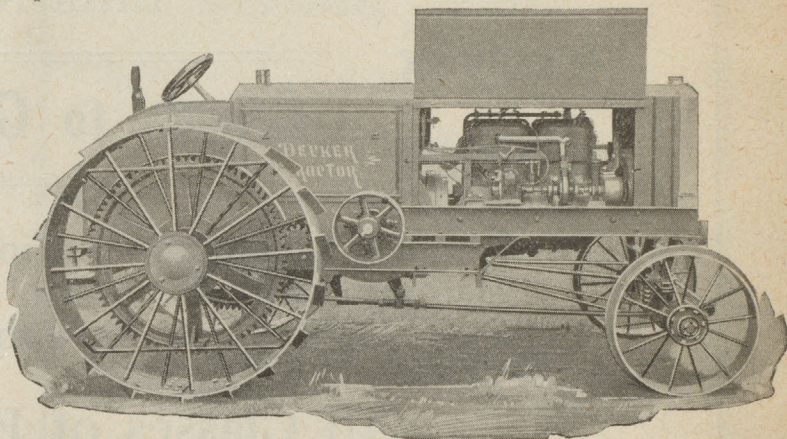
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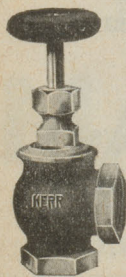
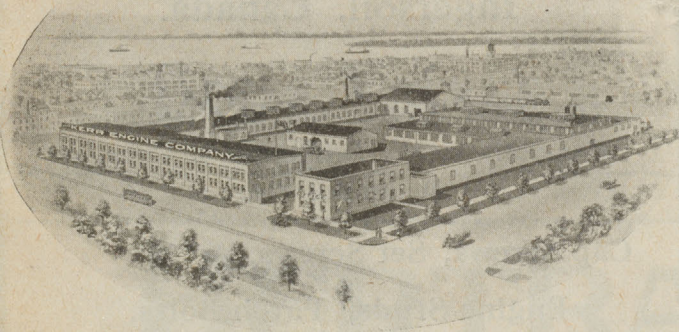
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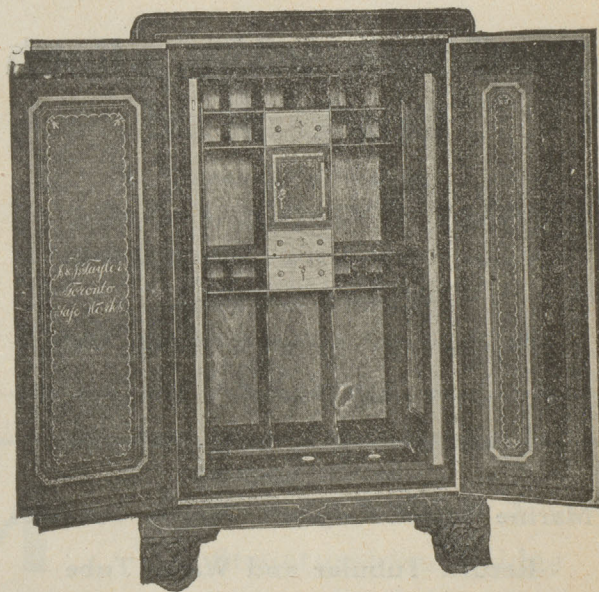
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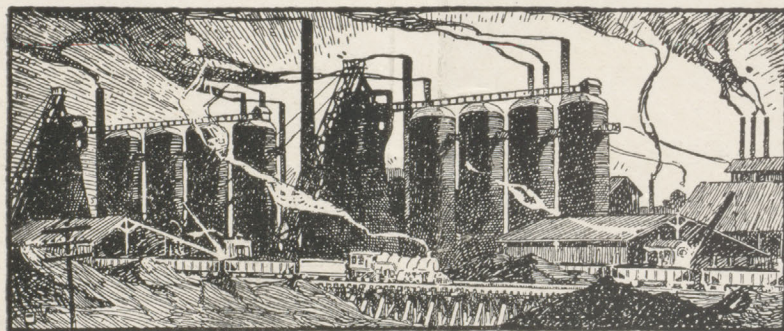
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